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CAUT ACPPU
# BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

VOL 56 | NO 5 | MAY 2009 MAI | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

## Un prestigieux prix de l'ACPPU remis à Guy Rocher

Guy Rocher, professeur de sociologie à l'Université de Montréal, est le quatrième lauréat du Prix pour services émérites, la plus haute distinction décernée par l'ACPPU à un universitaire qui, au travers de son enseignement, de ses travaux de recherche et de ses activités de service, a apporté une contribution exceptionnelle et soutenue au secteur canadien de l'enseignement supérieur. Le prix s'accompagne d'une récompense de 1 000 $ et d'une invitation à prendre la parole devant l'assemblée du conseil de l'ACPPU. Le texte intégral de l'allocution du lauréat est publié par l'ACPPU.

M. Rocher a fait ses études de doctorat à l'Université Harvard et, après avoir enseigné huit ans à l'Université Laval, a joint en 1960 le corps professoral de l'Université de Montréal où il a exercé, pendant un mandat, les fonctions de directeur du Département de sociologie et de vice-doyen de la Faculté des sciences sociales.

Tout au long de sa carrière diversifiée, il a occupé diverses charges publiques, dont celles de sous-ministre au Développement culturel (de 1977 à 1979) et de sous-ministre au Développement social (de 1981 à 1983) au sein du gouvernement du Québec. À l'aube de ses quatre-vingt-cinq ans, il poursuit toujours un programme de recherche actif et enseigne un séminaire d'études supérieures sur la sociologie du droit.

M. Rocher est réputé dans le monde entier pour son importante contribution théorique et analytique à l'étude de la société québécoise et, plus récemment, à la sociologie du droit. Il est membre de la Société royale du Canada et de l'American Academy of Arts and Sciences. Il a produit une oeuvre savante prolifique qui comprend 20 livres et plus de 200 articles et chapitres de différents ouvrages.

Au-delà de ses travaux de recherche, M. Rocher a siégé aux conseils d'administration d'une cinquantaine d'organismes publics, privés, universitaires et professionnels. Il a été notamment membre de la Commission Parent dont les

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CAUT's Distinguished Academic Award winner Guy Rocher addresses council delegates April 24 in Ottawa.

## CAUT Honours Guy Rocher with Award for Distinction

Guy Rocher, a sociology professor at the University of Montreal, is the fourth recipient of CAUT's Distinguished Academic Award. CAUT's highest award recognizes exceptional teaching, research and service in Canadian higher education and gives its recipient a $1,000 honorarium and an opportunity to address CAUT's Council meeting. CAUT also publishes the lecture.

Rocher obtained a PhD from Harvard University and after teaching for eight years at Laval University moved to the UofM in 1960 where he served for a term as chair of the sociology department and vice dean of the social sciences faculty.

He has had a diverse career, including two leaves from UofM to work for the government of Quebec, as deputy minister for cultural development (1977–1979) and as deputy minister for social development (1981–1983). Now in his mid-eighties, he still maintains an active research program and teaches a graduate seminar in the sociology of law.

Rocher is known worldwide for his significant theoretical and analytical contributions to the study of Quebec society and more recently, the sociology of law. A member of the Royal Society of Canada and the American Academy of Arts and Sciences, he has published more than 200 articles and book chapters and 20 books.

In addition to his research work, Rocher has served on the boards of more than 50 professional and educational initiatives, including the Parent Commission, whose recommendations drastically altered Quebec' educational system and led to the creation of CEGEPs.

In 1971, Rocher was named to the Order of Canada and in 1991 was decorated with Quebec's highest civilian honour. He has also received honorary degrees from Laval, Moncton and University of Quebec at Montreal.

"Hailed as the dean of Quebec sociology, Rocher has been at the forefront of profound changes in Quebec for almost 60 years and formed whole generations of sociologists," said Greg Allain, past president of CAUT and member of the award nomination committee.

"Rocher is an inspired and untiring researcher, a consummate teacher in every sense of the word, and his service contributions to his institution and the wider community are exceptional and enduring. We recognize this great scholar and humanist with CAUT's 2009 award." ■

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La rédaction du *Bulletin* invite les lecteurs à lui écrire. Les lettres doivent porter sur un article, un commentaire ou une lettre précis qui sont parus dans le *Bulletin* ou qui ont trait à des actualités récentes. Les textes, dont la longueur est limitée à 300 mots, pourront être révisés par souci de clarté et de concision. Veuillez indiquer vos nom, adresse et numéro de téléphone. Nous ne publierons ni les lettres anonymes ni les textes que nous estimons potentiellement diffamatoires. Nous lisons avec une même attention toutes les lettres que nous recevons. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. Nous communiquerons par téléphone, courrier électronique, télécopieur ou retour du courrier avec les auteurs des lettres qui seront publiées. Les lettres doivent être envoyées à l'adresse duhaime@caut.ca.

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# COMMENT
# OPINIONS

## LETTERS

### Rational fear or paranoia?

In his letter in the April *Bulletin* Alan Kaplan argues from his experience at an Israel Apartheid Week meeting that IAW creates an emotionally charged atmosphere and an "agitated audience" which effectively suppresses free speech. Kaplan writes that he "felt physically unsafe" asking his question about the two-state solution (a question which, by the way, was both fairly asked and fairly answered).

I do not question Kaplan's subjective sense of insecurity – if he says he felt unsafe, then he felt unsafe. Whether his fear was reasonable or paranoid is another matter. I was not sitting in the same part of the lecture hall as Kaplan, so I cannot speak about those in his immediate vicinity.

What I can say is that the general atmosphere at this and other IAW and cognate events I have attended was not at all threatening. The organizers make it absolutely clear that anti-Semitism, along with all other forms of racial and religious hatred, will not be tolerated. Of course there's indignation and anger. But then, from my pro-Palestinian perspective, what decent person with a respect for the facts wouldn't be indignant and angry?

Kaplan mentions "many initiatives on campus that support an open discussion about Middle East politics and that challenge our most cherished beliefs." Maybe at Ryerson, but I've yet to come across one at my university (Toronto) where I would feel safe challenging cherished beliefs about Zionism and Israel without incurring the label "one of those new anti-Semites." But perhaps that's just my own paranoia, a possibility which a prudent thinker should always keep in mind.

**Roger Beck**
Professor Emeritus, Historical Studies
University of Toronto at Mississauga

### Open discussion often uncomfortable

It seems, according to some people, that free speech on campus ends when members of the audience feel uncomfortable. I refer to letters from Alan Kaplan and Ira Robinson in your April issue condemning some campus meetings critical of Israel's policies (Yuri Leving's letter in the same issue is so sarcastic that its message is unclear.)

The issue of Israel and Palestine is controversial indeed and emotions are high on all sides – even at a university. Just because an audience member with opposite views to those of the majority in a meeting feels somewhat cowed is no reason to condemn the meeting. If I were a creationist at a meeting on evolution, I would feel intimidated.

As a Jewish critic of Israel, I have gone to pro-Israel meetings and felt intimidated. So what? As long as the speakers are not breaking the law, they are entitled to say whatever outrageous things they wish. They can be one-sided. O they can even tell lies – even at a university. If I don't like what they say, I can speak up. Or I can picket the meeting or hand out leaflets. Or I can write a letter to the editor. Or I can call my own meeting with my own speakers.

Having an "open discussion" on an issue is desirable. But that open discussion need not, often cannot, and sometimes should not be encompassed within the bounds of a single meeting. To suggest otherwise is, in fact, to limit free speech. Universities are big places with lots of opportunities for open discussion in many forms and forums.

**Larry Haiven**
Management
Saint Mary's University

### No apartheid in Palestine

Randa Farah (Letters, April *Bulletin*) says "Israel is not really like pre-1994 apartheid South Africa, it is worse." Furthermore, she quotes ANC parliamentarian Nozizwe Madlala-Routledge saying that "the absolute control of people's lives, the lack of freedom of movement ... was not the case in South Africa."

It does not make sense to apply the apartheid label to the Mideast. What was wrong about apartheid in South Africa – morally and politically – was not that blacks were segregated and deprived of equal rights but that they had to suffer their fate because of their race. Racism, a prejudicial ideology, provided the motivation for the segregation, and that was repugnant.

Every society practices segregation by confining criminals in prisons, by quarantining the infectiously ill, by creating communities for the elderly, etc. It is the underlying motivation that makes one kind of segregation acceptable and another one reprehensible. The Berlin Wall was not in itself objectionable, but the reason for it was, i.e., the determination to prevent people from fleeing a tyrannical communist regime.

Did Israel build the wall and establish countless checkpoints because of racism or totalitarian impulses? Every half-enlightened person knows full well that, after so many other less intrusive methods have failed, Israel sees no other way to protect its citizens from criminal terrorist attacks. Palestinians have a penchant for targeting innocent civilians, the most odious crime of all. No one has ever claimed apartheid in South Africa was established because of such odious behaviors by blacks.

Lastly, blacks in South Africa could do nothing to improve their lot. Palestinians, to the contrary, know they can change the situation tomorrow if they opt to behave like civilized people. So far they have consistently thwarted rather than supported the Israelis in every concession they have made. When Israel withdrew from Gaza it was not supported in any way, but hit harder by more attacks from the newly-liberated territory. Under such circumstances, how could Israel relax her rules?

**Heinz Klatt**
Psychology
King's University College at the University of Western Ontario

### Even academics spout 'nonsense'

Michael Boudreau, in his review of *Speak No Evil* (CAUT *Bulletin*, April 2009), refers to the "controversy surrounding an individual's right to free expression versus the need to protect minorities from hatred and/or violence." Of course members of minorities are entitled to protection from violence; that's just because all of us are.

Should members of minorities be protected from nonviolent expressions of hatred, though? Yes, Boudreau answers, because nonviolent expressions of hatred reinforce patterns of discrimination, cause emotional harm and can lead to violence.

The first problem with this answer is that censorship and suppression of expression come with costs, both to individuals who are accused of speaking hatefully and to society generally. Laws against the expression of hatred get in the way of candour and they encourage both the cult of the victim and identity politics.

The second problem is that there is no empirical evidence that censorship and suppression of expression help the oppressed or marginalized. Indeed, it's hard to see how they could, if words are in fact damaging, since prosecuting people for what they say requires that what they say gets reported and broadcasted.

The idea that freedom of expression needs to be balanced against protection for minorities is nonsense. It doesn't cease to be nonsense just because academics, human rights commissioners, lawyers and judges repeat it endlessly.

**Mark Mercer**
Philosophy
Saint Mary's University



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PRESIDENT'S COLUMN

# The Tradeoff between Privacy & Protection



By PENNI STEWART

SPRING brings the conference season, a time of travel to far-flung destinations and for international colleagues to visit Canada. Before setting off, however, be aware that global security initiatives are making travel more precarious. The measures include our Passenger Protect program (a Canadian version of the no-fly list maintained by the United States) and new border security measures, including enhanced drivers licences. In March, Secure Flight, the official name of a new U.S. aviation security program, became operative on several commercial carriers.

Since 9/11, U.S. security concerns have driven unprecedented growth in surveillance and control infrastructures around the world. For Canadians, this has also meant ongoing U.S. demands to harmonize our security policies, especially around border controls, through programs like the Western Hemisphere Travel Initiative. Ostensibly designed to prevent global terrorism, the combination of new technologies and increased traditional border surveillance, creates the capacity for a system of mass surveillance that erodes our Charter rights, freedom of movement and privacy. A small example is the increasingly common practice for Canadian hotels to ask for photo identification at check-in.

Heightened border screening has resulted in selective denial of entry to individuals with a labour, political or activist history, who are members of racialized groups, religious minorities or other marginalized groups, all compounded by the significant risks of mistaken identity.

In March, British MP George Galloway was denied entry to Canada, and in January, Bill Ayers, an American education professor scheduled to speak at the University of Toronto, was turned back at the Canadian border. It's fair to say academic staff across Canada were outraged over these recent entry refusals to people whose threat, it seems, was to the ideas of the current government. CAUT protested vigorously in both cases.

No-fly and watchlists are proliferating. According to the International Civil Liberties Monitoring Group, whose research project on the surveillance of travellers collects stories from individuals affected, watchlists were likely to contain more than one million names by the end of 2008. Under Canada's surveillance system, the names of individuals identified secretly as posing an immediate threat to aviation safety are put on Transport Canada's "specified persons" list. Airline passengers are screened against this list prior to receiving a boarding pass and if a match is found the person can potentially be denied the right to fly and police are alerted.

Guidelines for determining who is on the no-fly list include current or past involvement with a terrorist group or conviction of a life threatening and serious offence and being designated as someone who might endanger aviation safety. Under such broad and subjective criteria many political organizations and individuals can be deemed unacceptable.

Frequently background information on individuals is unreliable and people with common names are at risk of mistaken identity. The program has already grounded a number of Canadians who argue they are false matches. Like the two young Canadian boys who share the name of Alistair Butt, a name that appears on the no-fly list, or Glenda Hutton, a retired school secretary from Vancouver, who doesn't want to take the chance of flying abroad because she's convinced her name remains on a U.S. security watchlist.

The Passenger Protect program has been widely condemned by civil liberties advocates. The Canadian Centre for Policy Alternatives, for example, argues the program places due process, equality and mobility rights at risk. Canada's privacy commissioners have also sounded an alarm that the program may endanger privacy rights as personal information becomes widely distributed.

With its Secure Flight program, the U.S. has gone a step further. Under this new program, passengers on flights passing through U.S. airspace must first be vetted and approved by American authorities before being allowed to board in Canada – even if the flight will not land in the U.S. Information relayed as part of the passenger prescreening program will be extensive and include name, gender, birth date, trip itinerary, frequent flyer profiles, and credit card and medical information. Airlines will be required to give up passenger information 72 hours prior to departure. The implications of this program are staggering, as it creates the means to track citizens' movements.

Tracking is not only accomplished by air. In British Columbia you can opt for an "enhanced driver's licence" (EDL) and those who don't drive can request an "enhanced identification card" (EIC). Manitoba and Quebec have followed suit with their own EDL/EIC programs and Ontario and Nova Scotia are pursuing EDL/EIC programs. Enhanced licences embed a long-range radio-frequency identification chip with a unique identifying number for the cardholder. Enhanced cards are designed to provide a passport alternative for Canadians traveling to the U.S. by land or sea.

According to the Ontario Government website, the photo card will be useful for "everyday transactions such as opening bank accounts." Unfortunately, the tradeoff is between privacy and ease of mobility. The information transmitted by radio signals can be "read" remotely and covertly by anyone with a relatively inexpensive and commercially available RFID reader, and this raises worries about identity theft and unwanted tracking and surveillance. The Privacy Commissioner of Ontario has called for switch technology that would turn the RFID chip on and off.

Are these fears about the potential loss of civil rights an overreaction to legitimate state efforts to protect citizens? CAUT doesn't think so. We have become so concerned about the lack of informed and open debate on the risk these security measures pose to civil liberties that we have joined the International Civil Liberties Monitoring Group coalition to keep tabs on the global security agenda. ■

LE MOT DE LA PRÉSIDENTE

# Le compromis à trouver entre vie privée et protection

Par PENNI STEWART

AVEC le printemps arrive la saison des conférences et se présentent les occasions de se rendre dans des destinations lointaines ou, pour nos collègues de l'étranger, de venir au Canada. Avant de partir, cependant, vous aurez tout intérêt à vous renseigner sur les impératifs de la sécurité mondiale, qui rendent aujourd'hui les voyages plus difficiles. Au nombre des initiatives mises en place figurent le Programme de protection des passagers (la version canadienne de la liste des personnes interdites de vol établie par les États-Unis) et les nouvelles mesures de sécurité frontalière, dont les permis de conduire Plus. Le nouveau programme de sécurité aérienne américain « Secure Flight » est entré en application en mars dernier auprès de plusieurs transporteurs commerciaux.

Depuis le 11 septembre 2001, les préoccupations des États-Unis vis-à-vis de la sécurité ont conduit à un essor sans précédent des infrastructures de surveillance et de contrôle dans le monde entier. Au Canada, par surcroît, nous avons été constamment pressés par les autorités américaines d'harmoniser nos politiques de sécurité avec les leurs, particulièrement en ce qui concerne les contrôles frontaliers, par la voie de programmes tels que l'Initiative relative aux voyages dans l'hémisphère occidental. Alors qu'il est censé prévenir le terrorisme international, le dispositif issu de l'utilisation combinée des technologies nouvelles et des procédures traditionnelles renforcées de contrôle des frontières contribue en fait au déploiement d'un système de surveillance de masse qui restreint les droits que nous confère la Charte, de même que notre liberté de circulation et notre droit à la vie privé. Pour exemple de cette réalité, il suffit de voir comment il est devenu de plus en plus fréquent dans les hôtels canadiens de demander aux clients de présenter une carte-photo d'identité au moment de s'inscrire.

Le resserrement des mesures de dépistage aux frontières a donné lieu à une interdiction sélective d'entrée sur le territoire des personnes qui ont des antécédents syndicaux, politiques ou activistes, qui sont membres de groupes racialisés, de minorités religieuses ou d'autres groupes marginalisés – sans compter tous les risques considérables d'erreur sur la personne qu'une telle situation peut occasionner.

En janvier dernier, un professeur d'éducation américain, Bill Ayers, qui devait prononcer une conférence à l'Université de Toronto, a été refoulé à la frontière canadienne, puis en mars, le député britannique George Galloway a été interdit d'accès au Canada. Ces deux décisions n'ont pas manqué de susciter la colère de la communauté universitaire au Canada. L'ACPPU a protesté vigoureusement contre ces refus d'entrée opposés à des individus qui posaient, semble-t-il, des menaces pour les idées du gouvernement au pouvoir.

Les listes des personnes à surveiller ou interdites de vol se multiplient. Selon la Coalition pour la surveillance internationale des libertés civiles, qui recueille dans le cadre d'un projet de recherche les témoignages de voyageurs qui ont vécu des expériences amères en ce sens, plus d'un million de noms étaient inscrits sur les listes de surveillance à la fin de 2008. Au Canada, les noms des personnes considérées, sans qu'elles le sachent, comme représentant une menace pour la sûreté aérienne sont portées sur la liste des « personnes précisées » établie par Transports Canada. Les compagnies aériennes vérifient le nom de chaque passager en fonction de cette liste avant de délivrer une carte d'embarquement, et s'il y a une correspondance entre deux noms, la personne concernée peut être interdite de vol et les autorités policières sont alertées.

Sont inscrites sur la liste d'interdiction de vol les personnes qui sont ou qui ont été impliquées dans les activités d'un groupe terroriste, les personnes reconnues coupables d'une infraction grave ayant mis des vies en danger et les personnes susceptibles de présenter un danger pour la sûreté aérienne. En vertu de critères aussi vastes que subjectifs, il n'y a pas lieu de s'étonner que nombre d'organisations politiques et d'individus puissent être jugés contrevenants.

Il arrive souvent que les renseignements de base sur les personnes soient peu fiables et que les gens ayant des noms communs soient victimes d'erreur sur la personne. Jusqu'ici, un certain nombre de Canadiens se sont vu refuser à tort l'embarquement à bord de l'avion. C'est le cas notamment de deux jeunes Canadiens dont le nom, Alistair Butt, figure sur la liste d'interdiction de vol. Il y a aussi le cas de Glenda Hutton, une secrétaire d'école à la retraite de Vancouver, qui évite de se rendre à l'étranger par avion de peur que son nom soit inscrit sur une liste de surveillance des États-Unis.

Voir LE COMPROMIS à la page A10 ➔

# NEWS ACTUALITÉS

## CAUT Distinguished Academic AWARD

The CAUT Distinguished Academic Award recognizes an academic who has excelled in each of the three principal aspects of academic life: teaching, research and service to the institution and to the community. The recipient will be an individual whose teaching, research and service has contributed significantly to the lives of students, to their institution, to their field of study and to the community.

Nominations for the award may be submitted by individuals, member associations or others. Deadline for nominations is **June 19, 2009**.

Nominators should submit a letter explaining the rationale for the nomination and give detailed information on the nominee's record in teaching, research and service. It is essential that the nominator provide information for each of these three areas as excellence in all three is a requirement for eligibility for the award. The nominator should also include documentation that would help the jury in its decision making. It is the responsibility of the nominators to provide all necessary information as the jury will review only the material it receives.

Nominations will be adjudicated by a jury of the most recent former presidents of CAUT. The jury's recommendation will be made to the fall Council for approval.

The award will be presented at the spring CAUT Council meeting. The recipient will be invited to give an address to Council. The address will be subsequently published by CAUT. The recipient will receive a $1,000 honorarium with the award.

Please send nominations by mail, fax or email to:
**CAUT DISTINGUISHED ACADEMIC AWARD**
**Canadian Association of University Teachers**
**2705 Queensview Drive, Ottawa, Ontario K2B 8K2**
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Le prix de l'ACPPU pour services émérites souligne le travail d'un membre du personnel académique qui a excellé dans chacun des trois principaux aspects de la vie universitaire ou collégiale : l'enseignement, la recherche et les services à l'établissement et à la communauté. Le lauréat ou la lauréate sera une personne qui, par ses enseignement, recherche et services, aura contribué de façon marquée à la vie de ses étudiants, de son établissement, de son domaine d'étude et de la communauté.

Les candidatures peuvent être soumises par toute personne, association membre ou autre partie intéressée. La date limite pour le dépôt des candidatures est le **19 juin 2009**.

Les auteurs d'une proposition de candidature doivent joindre au dossier une lettre qui justifie la candidature ainsi qu'une description détaillée des activités et réalisations de la personne proposée dans les domaines de l'enseignement, de la recherche et des services. Il est essentiel que cette information porte sur chacun de ces trois domaines parce que l'une des conditions d'admissibilité au prix est d'avoir excellé dans les trois. Les auteurs d'une proposition de candidature doivent aussi inclure les documents qui pourraient aider le jury dans sa prise de décisions. Ces auteurs ont la responsabilité de fournir tous les renseignements utiles parce que le jury n'examinera que la documentation reçue.

Les candidatures seront évaluées par un jury formé des plus récents anciens présidents de l'ACPPU. La recommandation du jury sera soumise à l'approbation du Conseil à son assemblée d'automne.

Le prix sera remis lors de l'assemblée printanière du Conseil de l'ACPPU. Le lauréat ou la lauréate sera invité(e) à prononcer devant le Conseil une allocution que l'ACPPU publiera par la suite. Il ou elle recevra des honoraires de mille dollars en plus du prix.

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## Protect Rights on Overseas Campuses

CAUT and the American Association of University Professors issued a joint statement last month saying they expect North American universities and colleges to uphold key rights for faculty and staff in overseas operations.

Warning that education is not a commodity to be governed by the rules of a deregulated global economy and competitive trade, the statement calls on universities and colleges operating internationally to take steps to ensure academic freedom and shared governance for faculty at an overseas site, and to adopt codes of conduct governing the workplace conditions and rights of nonacademic employees, "especially if these workers are employed directly by a local subcontractor."

Participating in the movement for international education can rest "on laudable educational grounds," the statement said. "But those grounds will be jeopardized if hard-earned standards and protections are weakened rather than exported."

The statement says university and college administrations should provide their faculty and staff associations and the institution's senior academic body with information about any international initiative being contemplated. And, if the initiative proceeds, provide detailed updates on all aspects of the project, with special emphasis on provisions to ensure academic freedom and tenure and collegial governance, including approval and regular assessment of programs and curriculum, appointment and evaluation of academic staff, workload, appropriate compensation and working conditions, anti-harassment and nondiscrimination provisions, intellectual property, occupational health and safety, equity, and rights to appeal procedures characterized by substantive and procedural fairness.

"We feel these obligations are essential," said CAUT executive director James Turk. "In fact, so essential we would censure a university that violated these conditions whether in North America or abroad."

Turk said CAUT member associations and AAUP local chapters are being asked to play a key role in assuring their institutions meet these obligations, and both organizations have pledged to assist their members and the post-secondary education community in this work. ■

The joint statement on conditions of employment at overseas campuses is available at www.caut.ca/pages.asp?page=774.

## À la défense du personnel des campus nord-américains à l'étranger

DANS une déclaration commune publiée le mois dernier, l'ACPPU et l'American Association of University Professors (AAUP) disent s'attendre à ce que les universités et les collèges nord-américains garantissent le respect des droits fondamentaux des membres des personnels enseignant et non enseignant en poste dans les campus-succursales établis à l'étranger.

Mettant en garde que l'éducation n'est pas un produit qui peut être assujetti aux règles d'un marché mondial déréglementé et de la concurrence commerciale, les deux organismes appellent les universités et les collèges œuvrant à l'échelle internationale à faire en sorte que les professeurs en poste dans des campus à l'étranger bénéficient de la liberté académique dans un cadre de gouvernance partagée, et à adopter un code de conduite régissant les conditions de travail et les droits de tous les membres du personnel non enseignant, « surtout si ces travailleurs sont employés directement par un sous-traitant de la région ».

Il est certes possible d'offrir des programmes d'études à l'étranger « en poursuivant un but éducationnel honorable », reconnaissent les deux associations dans leur déclaration, « mais ce but sera compromis si les valeurs et les droits durement obtenus sont remis en question plutôt qu'exportés ».

Les administrations des établissements d'enseignement devraient être tenues, selon la déclaration, d'informer leurs associations de personnel académique et autre et leurs instances supérieures respectives de tout programme envisagé à l'international. Et, si le projet prend forme, les administrations devraient les tenir pleinement au courant de la progression du projet sur tous les plans, et plus particulièrement en ce qui concerne les dispositions relatives à la liberté académique, à la titularisation et à la gouvernance collégiale. Ce qui comprend également l'adoption des programmes et des cursus académiques et leurs évaluations régulières, l'affectation et l'évaluation du personnel enseignant, la charge de travail, les conditions de travail et les indemnités prévues, les dispositions contre le harcèlement et la discrimination, la propriété intellectuelle, la santé et la sécurité au travail, l'équité et le droit d'entamer des procédures légales qui soient justes et conformes.

« Nous croyons fermement que le respect de ces obligations est essentiel », a déclaré le directeur général de l'ACPPU, James Turk. « Il est en fait si essentiel que nous imposerions une sanction de blâme aux universités qui violeraient ces conditions en Amérique du Nord ou ailleurs. »

D'ailleurs, précise M. Turk, les associations membres de l'ACPPU et les sections locales de l'AAUP sont invitées à jouer un rôle clé dans la mise en application de ces conditions au sein de leurs établissements. Les deux organismes se sont de plus engagés à aider leurs membres et la communauté de l'enseignement postsecondaire à mener à bien cette tâche. ■

## Sondage : Les Canadiens sont inquiets de l'avenir de la recherche scientifique

LES deux tiers des Canadiens sont inquiets de l'incidence que les compressions dans le financement de la recherche auront sur la capacité du Canada à attirer et à maintenir en poste des scientifiques universitaires, et estiment que le gouvernement ne devrait pas influencer l'orientation de la recherche, révèle un sondage Harris-Décima réalisé en avril.

À la question de savoir qui devrait établir les priorités de recherche, 66 % des Canadiens arrêtent leurs choix sur la communauté scientifique, contre 24 % sur le gouvernement.

Lorsqu'on leur demande de déterminer le groupe qui leur semble le plus digne de confiance dans le débat sur le financement de la recherche universitaire, les répondants choisissent les scientifiques dans une proportion de 44 %, alors qu'ils favorisent le gouvernement fédéral et les administrateurs d'université dans des proportions égales de 9 %.

« Ces chiffres montrent qu'une grande majorité de Canadiens partagent les inquiétudes de l'ACPPU et de la communauté scientifique face aux conséquences préjudiciables des compressions pratiquées par le gouvernement Harper dans le financement de la recherche », a déclaré la présidente de l'ACPPU, Penni Stewart. « Ils établissent également qu'il appartient à la communauté scientifique, et non pas aux dirigeants politiques, de décider des modalités du programme de recherche. »

Le sondage comportait aussi des questions sur l'accès à l'éducation postsecondaire. Près de huit Canadiens sur dix croient que le coût excessif de la formation collégiale ou universitaire est le principal facteur qui empêche bon nombre de personnes qualifiées de poursuivre des études à ce niveau, et 86 % des répondants sont d'avis que les droits de scolarité devraient être gelés (35 %), sinon abaissés (51 %). ■

Le sondage téléphonique a été mené du 2 au 13 avril 2009 auprès de 2 021 Canadiens. La marge d'erreur de cet échantillon est de 2,2 %.

English on page A6.

# Scientists Warn of Serious Implications of Cuts to Research Granting Councils

THREE of Canada's top researchers spoke about the devastating impact of federal funding cuts to university research at CAUT's council meeting in April.

University of Toronto physics professor and climate scientist Richard Peltier said he was particularly troubled by the government not renewing funding to research areas that have been productive and successful.

"This cuts right to the heart of many of the projects which Canada has been actually leading in," he said. "We shouldn't cut the things we do best."

As examples, he pointed to streams of funding that have been removed for Genome Canada and the Canadian Foundation for Climate and Atmospheric Science (CFCAS), the main funding body for university-based research on climate and related environmental work in Canada.

CFCAS funds targeted research, but, as Peltier explained, the funds are distributed through a "hands-off, peer reviewed" process. Critically, he said, more than half of that funding went into supporting qualified researchers.

While the increased funds in the 2009 federal budget for research infrastructure are important, Peltier said, investing in the human infrastructure to go with it is critical and that money was cut.

"It's a people business," he said, adding that Canada's failure to fund human infrastructure is especially ill-conceived in the context of burgeoning support for science by the Obama administration.

"Young, active, effective research scientists are highly mobile people," Peltier said. "It takes time to build up groups of the caliber that we've built up ... and just a short time to lose them."

He said he's not surprised by the government's decision to cut funding, given its lack of support for the climate file, and its earlier decision to eliminate the position of science advisor.

"These ill-advised decisions are almost inevitable in the current political structure in which science has no place at the table at which decisions are made," he said.

University of Alberta researcher Ryan McKay agreed, saying that restoring the position of science advisor is especially important at a time when researchers themselves are being described as biased in the debate over funding, adding that he was troubled by a newspaper article saying researchers were "complaining" about "a glass 7/8 full."

"We're getting money for the glass, but we are not getting money for the water," he said.



Science Under Threat — Researchers Richard Peltier, Ryan McKay & Marjorie Griffen Cohen tell CAUT Council delegates about the impact of cuts to research funding.

His own facility, the National High Field Nuclear Magnetic Resonance Centre, is struggling to survive. Since opening in 1999, the centre had received every grant it had applied for through the Canadian Institutes of Health Research and the Natural Sciences and Engineering Research Council.

But in 2008, CIHR cancelled its multi-user facilities grants, and this year, the Alberta government disbanded another source of funding — the Alberta Heritage Foundation for Medical Research. To make things worse, McKay said, NSERC faces a "bleak outlook."

"There are simply no grants left to apply for. We're basically holding on by our fingernails and we're running out of fingernails," he said, adding that the centre has been forced to lay off staff and raise user fees for its equipment.

"Infrastructure without associated operational funding is wasteful," McKay said, citing the example of the Institute for Biomolecular Design, where equipment sat wrapped in plastic for months because operational grants weren't available.

McKay also shared Peltier's concerns about the government's attempt to steer research.

The drive for commercialization wants quick results, but a longer-term vision is essential, he said.

"We have to have in science an outlook that is not just a year down the line, or five years down the line ... some research doesn't reach fruition as far as productivity and commercialization for 10, 20, or even 50 years. Basic research is the foundation — the basis of which we can stand on, and then leap for the great discoveries. If your foundation crumbles beneath you, you'll fall and get nothing."

He said that researchers are partly to blame, because they saw the push to directed research coming, but "hoped the pendulum wouldn't swing any further."

Administrations didn't stand up either, he said, adding that the big question now is whether university presidents will push back.

Politicians, meanwhile, have chosen the easy route with investments in research infrastructure that provide for photo opportunities and defined and clear results.

Marjorie Griffin Cohen, a political scientist from Simon Fraser University, spoke about the impact of research funding cuts on the social sciences and humanities — what she called "the poor cousin in academia."

The Social Sciences and Humanities Research Council receives about 14 per cent of the total federal funding that goes to Canada's three granting councils. And yet, Cohen said, SSHRC covers areas that account for 56 per cent of the total graduate students in universities and 54 per cent of the total faculties in universities.

SSHRC gets only $17.5 million in new temporary funding for graduate scholarships — half of what each of the other two granting councils are receiving — despite having 60 per cent of total graduate students.

To make matters worse, Cohen said, the allocation is for master's and doctoral scholarships "focused on business-related degrees."

And initial cuts to SSHRC of $8.2 million, she said, may not sound like much, but will have a huge impact.

"Basically it means the elimination of all funding for research time stipends for academic researchers," she said. "No future SSHRC grants will provide funding to allow faculty to reduce their teaching load in order to carry out research, no matter how big the research team or how big the project."

She said while SSHRC puts on a "brave face" by pointing to the obligation on university administrations to ensure faculty have adequate research time, "this just isn't happening because they are dealing with their own financial crises."

Cohen recounted that at her own university all part-time appointments in the faculty of arts and social sciences have been suspended, leaving full-time faculty to assume all of the teaching. They have also been mandated to significantly increase class sizes.

"The notion that my faculty — the social sciences and humanities faculty — will be able to fund research release time is incredible in the literal sense. That is not to be believed ... they will not because they cannot," Cohen said. ■

## CAUT Council Postpones Acadia Censure

CAUT Council delegates voted last month to postpone consideration of censure of the board and administration of Acadia University over the firing of professor Colin Wightman, following a recommendation of CAUT president Penni Stewart and executive director James Turk.

They told delegates that recent discussions with the university administration were productive, and they were optimistic a suitable resolution would be forthcoming from mediated talks to be held in the coming weeks.

In a report released last year, a CAUT committee of inquiry said Wightman was fired without due process and should be reinstated. ■

RELATED ARTICLES

CAUT *Bulletin* December 2008 "Acadia University Faces Censure."

CAUT *Bulletin* September 2008 "CAUT Calls on Acadia to Reinstate Fired Professor."

## Ajournement de l'examen d'une sanction de blâme contre Acadia

LES délégués à l'assemblée du conseil de l'ACPPU ont décidé, le mois dernier, de surseoir aux délibérations concernant la sanction de blâme envisagée contre le conseil d'administration et la direction de l'Université Acadia à la suite du congédiement du professeur Colin Wightman, faisant ainsi suite à la recommandation de la présidente et du directeur général de l'ACPPU, Penni Stewart et James Turk.

Ces derniers ont indiqué aux délégués que les récentes discussions tenues avec les dirigeants de l'université s'étaient révélées productives et qu'ils avaient bon espoir de voir se conclure un règlement acceptable imminent par la voie du processus de médiation qui sera lancé ces prochaines semaines.

Dans un rapport rendu public l'an dernier, le comité d'enquête de l'ACPPU chargé du dossier avait conclu que M. Wightman avait été congédié sans pouvoir bénéficier d'une procédure équitable et qu'il devait être rétabli dans ses fonctions. ■

ARTICLES CONNEXES

*Bulletin* de l'ACPPU (décembre 2008) « L'Université Acadia exposée à une sanction de blâme »

*Bulletin* de l'ACPPU (septembre 2008) « L'ACPPU appelle Acadia à réintégrer un professeur congédié »

# Academic Staff at Carleton Ratify One-Year Contract

PROFESSORS, professional librarians and instructors at Carleton University have voted to accept a tentative agreement reached with the employer April 17.

The deal was reached before the collective agreement expired and is effective May 1, 2009 to April 30, 2010.

"We are pleased that the settlement will see salary increases applied in a timely fashion for the first time in many years," said Brett Stevens, chief negotiator for the Carleton University Academic Staff Association. "This demonstrates a welcome move toward more collegial negotiations."

The one-year agreement provides for an equity adjustment of $400 to base salaries plus an additive increase of 1.5 per cent and a market sector adjustment of 0.74 per cent.

CUASA also negotiated a significant benefit improvement for vision care, increases in stipends for summer school and retired member teaching, a lengthier phased retirement option and the right to purchase additional release time for union representatives. In addition, both sides agreed to forming a committee to examine the tenure and promotion processes in the collective agreement. ■

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## CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT *Bulletin* nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

## Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son *Bulletin* et sur son site www.travailacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

# NEWS ACTUALITÉS

# National Survey Underscores Concern over Science Funding

TWO-THIRDS of Canadians are concerned about how cuts to research funding will impact Canada's ability to attract and retain university teachers, and the same majority believes government should not steer research, according to a Harris/Decima poll conducted in April.

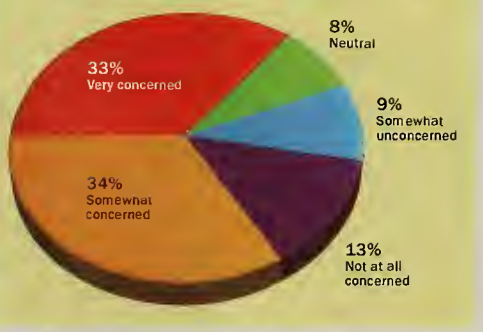
When asked their view about who should set research priorities, 66 per cent of Canadians surveyed said the scientific community, and 24 per cent said government.

The survey also showed 44 per cent of respondents saying scientists are the most trustworthy in the debate over university research funding, compared with 9 per cent who trust the federal government and 9 per cent saying they trust university administrators.

"These numbers indicate that a large number of Canadians share the concerns being raised by CAUT and the scientific community about the harmful impact of the Harper government's cuts to research funding," said CAUT president Penni Stewart. "They also recognize the scientific community should decide what research gets done where — not politicians."

The poll also questioned respondents about access to post-secondary education. Almost eight out of 10 Canadians say they think the major reason many qualified people do not have the opportunity to go to college or university is because it is too expensive, and 86 per cent say tuition fees should either be frozen (35 per cent) or lowered (51 per cent). ■

**Concern about Research Funding Cuts**




A summary of the poll results is available at www.caut.ca.

The telephone poll surveyed 2,021 Canadians between April 2 and April 13, 2009, and has a margin of error of 2.2 per cent.

Version française à la page A4.


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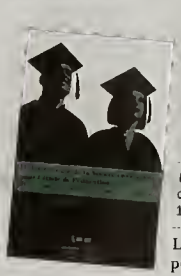
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### Reshaping the University: Responsibility, Indigenous Epistemes and the Logic of the Gift

Rauna Kuokkanen. Vancouver, BC: UBC Press, 2007; 248 pp; ISBN: 978-0-7748-1356-3, cloth $85 CA; ISBN: 978-0-7748-1357-0, paper $32.95 CA.

Rauna Kuokkanen argues that attempts by universities to be inclusive are unsuccessful because they do not embrace indigenous worldviews. Programs established to act as bridges between mainstream and indigenous cultures ignore their ontological and epistemic differences and, while offering support and assistance, place the responsibility of adapting wholly on the student. Indigenous students and staff are expected to leave behind their cultural perspectives and epistemes in order to adopt Western values. *Reshaping the University* advocates a radical shift in the approach to cultural conflicts within the academy and proposes a new logic, grounded in principles central to indigenous philosophies.



### Histoire sociale de la Société canadienne pour l'étude de l'éducation : la reconnaissance du champ d'étude de l'éducation

Donald Fisher et Gail Edwards. Ottawa, ON: Société canadienne pour l'étude de l'éducation, 2007; 159 pages; ISBN: 978-0-9685137-2-9, 10 $ CAN.

La création en 1972 de la Société canadienne pour l'étude de l'éducation, première organisation nationale à représenter tous les chercheurs du domaine de l'éducation au Canada, a été un tournant majeur dans le défi lancé à la communauté des sciences sociales. Car, après trois décennies d'exclusion, le domaine de l'éducation a obtenu une pleine reconnaissance du Conseil canadien de recherche en sciences sociales; la Société est devenue membre du Conseil en 1973; et, en conséquence, elle a été reconnue officiellement comme société savante. La fondation, en 1977, de la Fédération canadienne des sciences sociales et la création, en 1978, du Conseil de recherches en sciences humaines du Canada ont permis à la Société de jouer un rôle de premier plan dans les milieux de la recherche au Canada et dans les congrès des sociétés savantes. L'essor de l'organisme est décrit et analysé en tenant compte du contexte de l'évolution historique du domaine de l'éducation dans les universités canadiennes depuis les années 1960. L'objectif principal de cet ouvrage est de montrer la lutte constante menée par la Société pour conquérir et maintenir sa légitimité dans le milieu universitaire et sur la scène nationale.



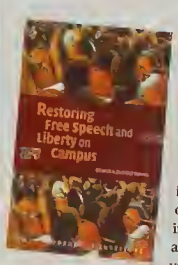

### Blurring Boundaries in the Lives of Generation @

Ottawa, ON: Canadian Centre for Policy Alternatives, 2008; 143 pp; ISBN: 978-0-88627-544-0, paper $12 CA.

While educators look for ways to incorporate a powerful learning medium into their practice, millions of youth are growing up in an online frontier where the social and legal rules haven't been written yet. At the same time, we are seeing a trend in the increasing use of surveillance technologies — whether it be cameras, fingerprints, or DNA databases — both at home and at school. Privacy vs. connectivity, surveillance vs. security — the long term implications of these trade-offs can only be imagined. But the message is clear that social, legal and educational institutions are having a hard time setting boundaries between what is acceptable and what is not. *Blurring Boundaries* explores some of the issues arising out of the new technologies enveloping the daily lives of youth, especially in the education context. It's a whole new world for Generation @.

Quick Picks produced from information supplied by publishers. Les comptes rendus de Livres en bref sont rédigés à partir de renseignements fournis par les éditeurs.

## A Call to Practice What We Preach




### Restoring Free Speech and Liberty on Campus

Donald Alexander Downs. Cambridge, UK: Cambridge University Press, 2005; 318 pp; ISBN: 978-0-5218-3987-7, cloth $34.99 US; ISBN: 978-0-5216-8971-7, paper $22.99 US.

By MICHAEL DABROWSKI

A HALLMARK of contemporary course outlines is the importance of developing critical thinking skills in the classroom. But how are students expected to develop these skills if they are not allowed to express or be exposed to any ideas that challenge accepted thought patterns and beliefs? This fundamental question is the undercurrent to *Restoring Free Speech and Liberty on Campus*. While the focus is on American academe, the book provides valuable insights for Canadian institutions of higher ed.

We hear again and again about the importance of free speech and liberty on campus, but we seldom take stock of the price of maintaining these ideas in a higher education system that at times has little regard for individual freedoms in the face of external pressure. Donald Downs challenges us to look introspectively at our institutions and ourselves to decide how we can contribute to an environment that encourages open debate and protects academic freedom as a cornerstone of academic life.

The book is divided into three sections; a 60-page introduction, 200 pages of case studies and a brief 13-page conclusion. The introduction clearly lays out the historical background that led to the restriction on free speech and civil liberties on America's campuses as a result of the "progressive" reforms of the 1980s and 1990s, which included speech codes, anti-harassment codes, sensitivity orientation programs and procedures for adjudication of student and faculty misconduct. The result is a generation of students and academics who are more guarded in their views and more fearful of saying what they think. This introduction is worth reading for anyone interested in the legal, political and social changes on campuses during the late 20th century that impacted the development of critical thinking and freedom of expression.

I braced myself for dry reading in the case studies as the 50 or so pages dedicated to each university foreshadowed, but I was pleasantly surprised by the narrative that at times read like a good crime novel unravelling the events and background information for each case. These case studies could benefit from some cuts to help focus on the central themes presented in each, but do provide valuable insights into the socio-political context for the events as they unfold.

While Downs attempts to be impartial in the presentation of the events there are definitely moments during which his position becomes apparent. This is particularly true of the Wisconsin case, in which he was directly involved. To his credit, his involvement does not bias the account of the events. However, his involvement may have impaired his ability

See RESTORING FREE SPEECH Page A9 ➔

## Reflections on the Academy




### Historical Identities: The Professoriate in Canada

Paul Stortz & E. Lisa Panayotidis, eds. Toronto, ON: University of Toronto Press, 2006; 450 pp; ISBN: 9780802090003, cloth $74 CA.

By ROBERT SWEENY

SIX tenured professors (five of whom teach in education faculties), five retired historians, two with tenure-track appointments in interdisciplinary studies, and a sessional lecturer collaborated on this eclectic collection. These basic issues of discipline and status are relevant because they reflect the types of concerns that surface all too rarely in this occasionally intriguing, but frequently flawed book.

To start, the editors decline to define professoriate, letting "the contributors ... instead offer the arguments." (p. 21) Only one, the well-known CAUT activist William Bruneau, accepted the challenge. He defined a professor as anyone with a reasonable expectation of tenure, no longer seeking a degree, who has the right to teach at a university. (p. 32) Now this eminently reasonable definition eliminates from the professoriate perhaps half, certainly 40 per cent, of the people currently teaching undergraduate courses in Canada, but no one seemed to notice.

Given the diversity and range of case studies offered up, this neglect, if not benign, is at least understandable. Women's history, mistakenly presented by the editors as "gendered voices" (as if the male professoriate were not gendered), looms large with three studies on women religious, and one each on being a lesbian, being a woman in science and being a faculty wife. Politics are the official remit of two essays. Five essays deal with how the professoriate evolved.

In a remarkable study, Thérèse Hamel examines how the people felt who were caught up in the maelstrom of merging teaching-training normal schools into university-based faculties of education in Quebec in the 1960s. Hamel uses autobiographical narratives to capture the qualitative essence of a traumatic transformation that could so easily have been reduced to a quantitative tale of progress, as Malcolm MacLeod did in his contribution on hirings at Memorial University.

Hamel's study reveals that this cornerstone of a "not so Quiet Revolution" (p.186) in education was a highly gendered assertion of academic training over practical experience. Only one in 50 teachers at normal schools for girls made the transition to being a university professor, versus four in 10 for teachers at schools for boys and three in 10 at integrated schools. Nuns were the greatest victims, and it is their subsequent trajectories and memories of the reform that make this article so moving.

If the role of women religious is well known in Quebec, the same cannot be said for English Canada. Elizabeth Smyth's fine overview article combined with Dianne Hallman's sympathetic study of Irene Poelzer of the University of Saskatchewan should help change that situation. Lay women may not have had it much better, if one can generalize from the series of mini-biographies Marianne Ainley presents of women in science.

A recurring theme here and elsewhere is the systematic firing of female professors if they married a colleague. This policy appears to have been widespread until well into the 1960s. Much earlier alternative spousal arrangements explored by Cameron

See HISTORICAL IDENTITIES Page A10 ➔

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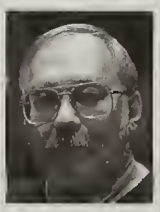
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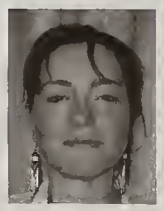
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# NEWS ACTUALITÉS

## Victor Catano Wins Donald C. Savage Award

SAINT Mary's University professor Victor Catano was honoured with the Donald C. Savage Award for his achievements in collective bargaining.

Vic, who for almost four decades has been equally active at the local, regional and national levels in championing the cause of collective bargaining in the academic sector, received the award at the CAUT Council's April meeting in Ottawa.

"Vic's roles and contributions are so varied and all encompassing that it is hard to choose what to focus upon," said Doug Lorimer, chair of CAUT's Collective Bargaining and Economic Benefits Committee which administers the award.

"From transforming the post-secondary bargaining landscape to putting his stamp on the first union-run benefits trust in Canada's academic sector, Vic's enormous commitment and energy in the advocacy arena are exemplary."

Vic joined Saint Mary's in 1972 and three years later was elected chair of the faculty union negotiating team. He has been continually active since then serving multiple terms as local union president and as a member of the negotiating team, often as chief negotiator, and serving as president and on committees of the Nova Scotia Confederation of University Faculty Associations. Over the past two decades, he has served CAUT in various capacities, including as president and as chair of several committees.



Victor Catano poses with CAUT president Penni Stewart & Doug Lorimer, chair of the collective bargaining & economic benefits committee, after receiving his award April 23 in Ottawa.

"Vic is the most experienced collective bargainer in the academic sector," Lorimer said. "His record of service has been remarkable and it's fair to say every local has benefitted in some way by his contributions to bargaining. CAUT is extremely pleased to honour Vic for his accomplishments as well as his service in the academic community." ■

The Donald C. Savage Award was established in honour of a retired CAUT staff member who excelled in the area of collective bargaining and protection of members.

## Le prix Donald-C.-Savage décerné à Victor Catano

LORS de l'assemblée du conseil de l'ACPPU tenue en avril à Ottawa, le professeur Victor Catano de l'Université Saint Mary's s'est vu décerner le prix Donald-C.-Savage pour sa contribution soutenue sur près de quatre décennies et son grand dévouement à la cause de la négociation collective dans le secteur de l'enseignement postsecondaire, aussi bien à l'échelle nationale que locale ou régionale.

« Son apport et son rayonnement sont si variés et si immenses qu'il est difficile de mettre l'accent sur un aspect particulier de sa carrière », a déclaré Doug Lorimer, président du Comité de la négociation collective et des avantages économiques de l'ACPPU qui est responsable de l'administration du prix.

« C'est avec une détermination et une vigueur exemplaires que Vic a mené, sur tous les fronts, ses actions et ses démarches pour la défense des intérêts des universitaires, que ce soit en transformant le paysage de la négociation collective ou en imprimant sa marque sur la première fiducie d'avantages sociaux administrée par un syndicat dans le secteur canadien de l'enseignement postsecondaire. »

Vic est entré en fonction à Saint Mary's en 1972 où il a été élu, trois ans plus tard, président de l'équipe de négociation du syndicat des professeurs. Acteur syndical engagé, il a rempli de multiples mandats à titre de président de l'association locale, de membre de l'équipe de négociation et de négociateur en chef, et il a assumé la présidence de la Confédération des associations de professeurs des universités de la Nouvelle-Écosse et a siégé à ses comités. Ces vingt dernières années, il a occupé diverses fonctions au sein de l'ACPPU, dont celles de président de l'association et de président de plusieurs comités.

« Vic est le plus chevronné des négociateurs dans le secteur de l'enseignement supérieur », a souligné M. Lorimer. « Il n'est pas exagéré de dire que toutes les associations locales ont bénéficié d'une manière ou d'une autre de ses contributions remarquables à la négociation collective. C'est donc avec un immense plaisir que l'ACPPU lui rend hommage pour son travail exceptionnel. » ■

Le prix Donald-C.-Savage vise à rendre hommage à un membre du personnel de l'ACPPU à la retraite qui a excellé dans les domaines de la négociation collective et de la protection des membres.

## Restoring Free Speech and Liberty on Campus

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to effectively collect information from both sides, a fact he freely acknowledges.

Of particular interest is the Columbia case study that centres on the sexual misconduct policy which, based on documented underreporting of rape, had a mandate to increase the number of sexual misconduct complaints brought forward by enacting a process that essentially assumed guilt and stripped the accused of fundamental rights in order to encourage more accusations.

Downs underscores the importance of a large, politically organized and vocal group of students in the drafting and passing of the policy and more important the almost complete silencing of any opposition or debate due to external pressures.

It essentially became politically incorrect to challenge the extent of the reforms being undertaken and everyone sat back due to fear of public reprisal and ridicule. Downs uses this case study to demonstrate how "professors and university administrators failed to teach the basic principles of due process, civil liberties and freedom" on campus.

The Berkley, Penn and Madison cases examine the universities' commitment to encouraging diversity and the resulting lack of commitment to free speech principles when they are deemed to be detrimental to diversity.

In the Berkley case in particular, Downs focuses on the university's failure to act as a role model for civil discourse about race issues, and charges the institution with chilling the discourse and allowing certain forms of social censorship to be tolerated, including shouting down of speakers, intimidation, death threats, theft of publications and burglary.

This example paints a very sad picture of our ability to maintain civil dialogue and debate between opposing points of view. One has to wonder if this is a reflection of the broader political climate or vice versa. Either way, Downs concludes that anyone whose free speech has been violated or censored must stand up for their rights in the public forum to attract broader support.

He takes advantage of the case studies to cite moments when individuals have both failed and risen to the challenge of defending these fundamental principles of academic life.

The conclusion is a cookbook for successful struggle for liberty on campus, summarizing approaches and strategies that were effective in the case studies in light of what Downs considers a backslide in "principles of liberal individualism and freedom." It also discusses how speech codes and anti-harassment codes have actually had the opposite effect by creating a hostile environment in which students are oppressed.

Section 2(b) of the Canadian Charter of Rights and Freedoms states that "everyone has the ... freedom of thought, belief, opinion and expression," but unless someone stands up and fights for these freedoms they can easily and quietly be taken away in the interest of protecting people from harassment and discomfort.

Downs attempts to mobilize academics and universities to do their part to ensure these fundamental rights are not only written on paper, but also put into practice. Without them there can be no hope for creating an effective university program that develops critical thinking skills or a functioning free society. ■

Michael Dabrowski is an assistant professor of Spanish at Athabasca University.

## St. Jerome's Academic Staff Join CAUT

THE CAUT Council unanimously voted April 23 to recognize St. Jerome's University Academic Staff Association as its 70th local member.

The Council action came a month after academic staff at St. Jerome's voted to certify SJU-ASA as a labour union and days after the association sent its application to CAUT.

"CAUT is always delighted to welcome a new member, and today we welcome the SJU-ASA and its president David Seljak," said CAUT executive director James Turk, after the vote tally was announced.

SJU-ASA, with a bargaining unit of 31, was formed earlier this year.

Seljak said the SJU-ASA membership felt it was important to be involved with CAUT from the outset. "CAUT membership was often discussed and, in fact, served as the starting point for most of our deliberations on the formation of SJU-ASA," he said.

St. Jerome's, an independent Catholic university affiliated with the University of Waterloo, registers students in the faculties of arts and mathematics. ■

## L'association de St. Jerome's se joint à l'ACPPU

LE 23 avril, le conseil de l'ACPPU a approuvé à l'unanimité l'adhésion de l'association du personnel académique de l'Université St. Jerome's (SJU-ASA), qui devient ainsi le 70e membre local de l'ACPPU.

Cette décision est intervenue un mois après que le personnel académique de St. Jerome's eut voté en faveur de l'accréditation de la SJU-ASA à titre de syndicat et peu de temps après que l'association eut soumis une demande d'adhésion à l'ACPPU.

« L'ACPPU est toujours ravie d'accueillir un nouveau membre dans ses rangs, et aujourd'hui nous saluons l'arrivée de la SJU-ASA et de son président David Seljak », s'est félicité le directeur général de l'ACPPU, James Turk, après l'annonce des résultats du vote.

Créée plus tôt cette année, la SJU-ASA représente une unité de négociation de 31 membres.

Les membres de l'association ont dès le début jugé important de se joindre à l'ACPPU, rapporte M. Seljak. « Nous en avons souvent discuté et en avons fait le point de départ de nos démarches en vue de former la SJU-ASA. »

L'Université St. Jerome's est un établissement catholique indépendant affilié à l'Université de Waterloo, qui compte des facultés des arts et des mathématiques. ■

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# NEWS ACTUALITÉS

## CAUT Condemns Lakehead Shutdown, Unpaid Leave for Employees

LAKEHEAD University administration announced April 24 that the school would shut down for four days in December, citing fiscal challenges. All non-essential employees will be prohibited from going into the university and "will not be paid," Lakehead said in a statement.

"The unilateral directive issued by the administration is completely unnecessary and shows an unfortunate willingness to squander goodwill and opt for divisive and confrontational methods to deal with financial issues," said Lakehead University Faculty Association executive committee member Jerry Phillips in a letter issued to faculty.

The letter adds that the unpaid leave imposed on employees obscures "the real source of the university's financial troubles which do not pertain to salaries, but rather result from what many of our members perceive to be questionable financial decisions on the part of the university administration." The letter noted six administrative decisions as contributing factors for the university's unsound financial footing.

Learning of the news during CAUT Council, delegates unanimously voted to condemn Lakehead's actions in threatening "the integrity of collective bargaining." Delegates also voted on other resolutions calling on the university administration to reverse its action, and in the event of "no action" authorizing "CAUT to do everything in its power to assist the Lakehead University Faculty Association in stopping the administrators' plan, through whatever means necessary."

"Rarely have I seen Council delegates so outraged," said CAUT executive director James Turk. "The Lakehead administration has violated the terms of the collective agreement and CAUT intends put all its resources behind LUFA's efforts to stop this attack on its members." ■

## Le conseil de l'ACPPU condamne une décision inacceptable de Lakehead

LA direction de l'Université Lakehead a annoncé le 24 avril que l'établissement fermerait ses portes pendant quatre jours en décembre en raison de difficultés financières. Non seulement les employés non essentiels n'auront-ils pas le droit d'entrer dans l'université, « mais ils ne seront pas rémunérés pour cette période », indique la directive de l'université.

« Cette décision unilatérale de la direction est tout à fait inutile et trahit malheureusement le désir de celle-ci de gâcher la bonne volonté et de recourir à des méthodes conflictuelles nuisibles à l'unité pour faire face à des problèmes financiers », a déclaré Jerry Phillips, membre du comité exécutif de l'association du personnel académique de l'Université Lakehead (LUFA), dans une lettre adressée aux membres.

Le congé non payé imposé aux employés, indique la lettre, occulte « la vraie source des difficultés financières de l'université qui ne sont aucunement liées aux salaires des employés, mais qui sont plutôt attribuables à ce que bon nombre de nos membres jugent être des décisions financières douteuses de la part de la direction de l'université ». La lettre fait état de six décisions administratives qui ont contribué à la mauvaise situation financière de l'établissement.

Ayant appris la nouvelle durant l'assemblée du Conseil, les délégués ont condamné unanimement la directive de l'Université Lakehead du fait qu'elle menace « l'intégrité de la négociation collective ». Ils ont également adopté d'autres résolutions par lesquelles ils demandent aux dirigeants de Lakehead d'annuler leur décision et, en cas de refus, ils habilitent « l'ACPPU à faire tout en son pouvoir pour aider la LUFA à bloquer la mesure de la direction par tous les moyens jugés nécessaires ».

« Rarement ai-je vu les délégués du conseil aussi outrés », a souligné le directeur général de l'ACPPU, James Turk. « La direction de Lakehead a violé les dispositions de la convention collective, et l'ACPPU compte mettre toutes ses ressources à la disposition de la LUFA pour corriger ce préjudice envers ses membres. » ■

## Le compromis à trouver entre vie privée et protection

Suite de la PAGE A3

Les défenseurs des libertés civiles ont largement condamné le Programme de protection des passagers. Le Centre canadien de politiques alternatives soutient que ce programme met en péril le droit à une application régulière de la loi, le droit à l'égalité et la liberté de circulation. Les commissaires à la protection de la vie privée du Canada préviennent que le programme risque de porter atteinte au droit à la vie privé en permettant la diffusion à grande échelle de renseignements personnels.

Avec leur programme « Secure Flight », les États-Unis vont encore plus loin en exigeant que les autorités américaines contrôlent et approuvent les données sur les passagers dont le vol passe par l'espace aérien américain avant d'autoriser ceux-ci à monter à bord de l'appareil au Canada – et même si l'appareil n'atterrira pas aux États-Unis. Une multitude de renseignements devront être communiqués en vertu du programme de précontrôle des passagers, entre autres le nom, le sexe, la date de naissance, l'itinéraire de voyage, le profil de grand voyageur ainsi que les renseignements relatifs aux cartes de crédit et au dossier médical. Les compagnies aériennes seront tenues de fournir l'information sur les passagers 72 heures avant le départ. Ce programme aura des conséquences affolantes dans la mesure où il permettra de suivre les déplacements des citoyens.

La surveillance ne s'effectuera pas uniquement par la voie des airs. En Colombie-Britannique, il est possible de se procurer un permis de conduire Plus (PC Plus) et, pour ceux qui ne conduisent pas, une carte d'identité Plus (CI Plus). Le Manitoba et le Québec ont également lancé leurs propres programmes de PC Plus et de CI Plus. L'Ontario et la Nouvelle-Écosse élaborent actuellement les leurs. Le permis de conduire Plus est muni d'une puce d'identification par radiofréquence à longue portée, porteuse d'un numéro unique d'identification du titulaire. La carte d'identité Plus sert de substitut de passeport aux Canadiens qui se rendent aux États-Unis par voie terrestre ou maritime.

Selon le site web du gouvernement de l'Ontario, la carte-photo sera pratique pour « effectuer des transactions quotidiennes – comme ouvrir un compte en banque ». Malheureusement, un compromis doit être trouvé entre le droit à la vie privée et la liberté de circulation. L'information transmise par signaux radio peut être « lue » à distance et secrètement au moyen d'un lecteur d'IRF accessible sur le marché à un coût relativement peu élevé, ce qui soulève des craintes au sujet des vols d'identité et des mesures de contrôle et de surveillance qui portent atteinte à la vie privée. Le commissaire à la protection de la vie privée de l'Ontario a recommandé que soit utilisée une technologie de commutation qui permettrait d'éteindre la puce d'IRF et de la rallumer.

Alors, les craintes de perdre nos droits civils constituent-elles une réaction excessive aux efforts légitimes déployés par l'État pour protéger ses citoyens? L'ACPPU ne le croit pas. Le manque de débat public éclairé sur les risques que ces mesures de sécurité posent pour les libertés civiles nous a poussés à joindre la Coalition pour la surveillance internationale des libertés civiles afin de suivre de près les questions de l'heure en matière de sécurité internationale. ■

## Historical Identities

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Duder certainly seemed to have been more fulfilling than the post-war decline into desperate and marginalized existences of faculty wives in British Columbia studied by Alison Prentice.

In his classic *The Vertical Mosaic* (1965) John Porter had argued that faculty's low level of participation in public life reflected the influence of Harold Innis' disdain for the political process. Michiel Horn, another scholar well known to CAUT activists, challenges this explanation in a detailed survey of political action and administrative policies at English Canadian universities. He found that until the 1960s it was commonplace for faculty to have to resign their position to run for public office. While some nonetheless did participate, far more chose the civil service over elected office.

Steve Hewitt asks the uncomfortable question of how many faculty acted as police informants on colleagues and students? Censorship of RCMP and CSIS records makes a clear answer almost impossible, but one does come away from the article with the feeling that for every F.R. Scott or Frank Underhill there was a faculty member acting on antithetical ethics. Apparently their numbers grew with the Cold War and particularly during the turbulent 1960s and early 1970s.

Barry Moody argues that a 1880s debate over a hiring at Acadia University set the stage for many of the collegial disagreements that marked the 20th century. Co-editor Lisa Panayotidis examines how caricatures in turn of the 20th century student publications constructed perceptions of the professoriate at the University of Toronto. MacLeod analyzes the extraordinary numbers of hirings at Memorial up to 1970 to argue that there was no gender, class or ethnic bias, leaving one to wonder why the turnover was so remarkably high.

Co-editor Paul Stortz writes of the childhoods of professors in the arts faculty at the University of Toronto from 1935 to 1945. This is the period Ainley had shown to be crucial in the emergence of a female professoriate, but they were primarily lecturers and Stortz only examined assistant professors and higher ranks. His tale is spun from the purple prose of hagiographies and memoirs of the most prominent of professors: "Mary, Innis's mother, by virtue of her 'alert, direct, faintly appraising gaze [which] bespoke intelligence and character' unswervingly directed Harold towards higher education." (p.359)

The only exploration of the impact of professional schools is Donald Fisher's account of how the social sciences, in particular business, changed the academic culture at Bishop's University. The abandonment of a liberal arts education in favour of a more utilitarian approach Fisher linked to a crisis engendered by the creation of Quebec's CEGEPs in 1967 that "produced a sharp reduction in numbers of both students and faculty members, not only in the social sciences, but across the campus, and an ensuing malaise about the university's role and its future." (p.159)

There was a crisis in collegial governance at Bishop's in these years, but it stemmed from expansion not contraction. Dawson College, the first English language CEGEP, opened in the fall of 1969 and because it was insufficiently large for the expected intake, Bishop's created a "collegial similar programme." This shift to a five-year degree resulted in many more students and some new faculty. In the fall of 1972, these temporary stresses became permanent with the opening at Bishop's of Champlain College, the regional English language CEGEP. The organization of a faculty union was a response to this crisis.

What we do is important and, as Bruneau demonstrated in his entertaining review of the international literature, we are unlikely to learn much from a "bloodless ... mechanistic" historiography. (p. 41) If this uneven collection proved less than the sum of its parts, it does contain exemplary contributions to understanding, as Bruneau emphasized, "the *lived* experience of teaching and research" (p.34) in Canada and for that we can be grateful. ■

Robert C.H. Sweeny is a history professor at Memorial University of Newfoundland.

## Un prestigieux prix de l'ACPPU remis à Guy Rocher

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recommandations ont conduit à la réforme du système d'éducation au Québec ainsi qu'à la création des Cégeps.

Il a été fait compagnon de l'Ordre du Canada en 1971 et Chevalier de l'Ordre national du Québec en 1991. Il est titulaire de doctorats honorifiques de l'Université Laval, de l'Université de Moncton et de l'Université du Québec à Montréal.

« Reconnu comme le doyen de la sociologie au Québec, Guy Rocher a joué un rôle de premier plan dans la profonde transformation sociale amorcée au Québec il y a près de 60 ans, et il a participé à la formation de générations entières de sociologues », a souligné Greg Allain, président sortant de l'ACPPU et membre du comité d'examen des candidatures au prix de l'ACPPU.

« Guy Rocher est un chercheur inspiré infatigable et un enseignant consommé qui apporte des contributions éminentes et durables à son établissement et à l'ensemble de la collectivité. Nous rendons hommage à ce grand érudit et humaniste en lui attribuant le Prix 2009 de l'ACPPU pour services émérites. » ■

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CANADA'S VOICE FOR ACADEMICS
CAUT ACPPU BULLETIN

# CAREERS
# CARRIÈRES

SECTION B

## A

■ **ABORIGINAL EDUCATION — Brock University.** The Faculty of Education invites applications for a three-year Limited Term Appointment (LTA) in the area of Aboriginal Education. The appointment, subject to final budgetary approval, will commence September 1, 2009 or January 1, 2010. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), will have demonstrated excellence in teaching (experience in K-12 schools an asset), and a strong commitment to research and scholarly publication. In addition, the successful candidate will have a deep working knowledge of Aboriginal culture and language issues, Aboriginal history, and educational policy affecting Aboriginal students and communities. The successful candidate will be appointed to the Tecumseh Centre for Aboriginal Research & Education and will be expected to liaise with the Department of Graduate & Undergraduate Studies in Education, and the Department of Teacher Education and participate in programs affiliated with those Departments. Such teaching may be in diverse communities remote from Brock University. Evidence of an Ontario Driver's License is also necessary. Consideration of applicants will begin May 30, 2009 and will continue until the position is filled. Applicants are invited to submit an application including: a) a statement of teaching philosophy and research interests, b) three samples of professional or scholarly writing, c) evidence of content expertise, and d) successful teaching. Applications must include a full curriculum vitae and the names, addresses and phone/fax/email of three referees and be sent to: Dr. James Heap, Dean, Faculty of Education, Brock University, St. Catharines, ON, L2S 3A1; Email address: esearch@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to be considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/humanrights/images/selfidentification.doc and include the completed form with their application. More information on Brock University may be found on the university website www.BrockU.ca.

■ **ACCOUNTING — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Accounting, for appointments beginning 2009. Rank and field are open, but we especially welcome applicants with teaching interests in auditing or financial reporting. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2009 we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: http://sat.uwaterloo.ca/. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by The Intelligent Community Forum), a one-hour drive from Toronto, Canada's financial and cultural capital. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample, electronically. In addition, three referees should send letters directly to: The Director, c/o Heidi Campbell, heidi@uwaterloo.ca. Review of applications will continue until the positions are filled.

■ **ANIMAL PHYSIOLOGY — University of British Columbia.** The Department of Zoology, University of British Columbia, seeks applications for a tenure-track position as assistant professor in comparative animal physiology or biomechanics. The successful applicant is expected to develop a strong research program, teach courses in animal biology and physiology, actively interact with a core group of animal physiologists and a broadly based group of cell biologists, ecologists and evolutionary biologists and actively engage in service to the University and the community. Minimum Qualifications: A PhD in a relevant field; postdoctoral or equivalent research experience; a demonstrated record of research excellence and potential for quality teaching and mentorship at undergraduate and graduate level. Electronic applications are strongly encouraged. Applicants should send the following by e-mail to Dr. William Milsom, Head, Zoology Department, University of British Columbia (job@zoology.ubc.ca): a curriculum vitae, teaching record, a summary of research and teaching philosophy, reprints of up to four key publications, and the names and contact information for three referees who can provide letters of support. The closing date for all applications is July 31, 2009 with appointment anticipated to begin by July 1, 2010. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Appointment may be considered at a higher rank for a member of a designated equity group with exceptional qualifications.

■ **ARCHITECTURE & LANDSCAPE ARCHITECTURE — University of British Columbia.** The School of Architecture and Landscape Architecture at UBC invites applications for a tenure-track faculty position at the rank of Assistant Professor. The starting date will be January 1st, 2010, or as soon as possible thereafter. The School of Architecture and Landscape Architecture's core responsibility is design education. Through its undergraduate, professional and research programs, the School aspires to produce outstanding graduates equipped to provide the necessary design and intellectual leadership that will contribute to a built environment that supports civil and sustainable patterns of living. The School is committed to operate at the advanced edge of environmental and social sustainable design theory, practice and advocacy — locally, regionally and nationally. This newly created position will complement the current faculty's expertise by developing distinctive and innovative approaches that bring sustainability issues directly into design studio instruction across a range of scales — building to communities. The successful candidate will be expected to teach in both the professional graduate and undergraduate Environmental Design (ENDS) programs as well as undertake research within the School's Design Centre for Sustainability. Candidates must have a record demonstrating intellectual rigour, a clear understanding of current and emerging sustainability theory and design practice, outstanding research or research potential, as well as a demonstrated potential for quality design teaching at both the undergraduate and graduate levels. At minimum, applicants must hold a professional degree in architecture and, ideally, academic or professional experience that bridge the disciplines of architecture and landscape architecture. Evidence of professional practice and registration will also be considered. Salary is according to experience and qualifications. The School of Architecture and Landscape Architecture provides a graduate-level setting for both professional and research students in architecture, along with a new undergraduate program in environmental design, set in the context of a large, public research university. A strong and diverse faculty combined with low student-faculty ratios provides a collegial milieu set within the dynamic and compelling circumstances of the Vancouver metropolitan area. Interested applicants should submit an application package that consists of a short biography and curriculum vitae, a statement of interest including research priorities, evidence of teaching effectiveness, and evidence of their own and their students' work where appropriate. A list of three references with contact information should also be included. Applications should be received by July 31st 2009 with the intention that preferred can-

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## How to Place a Career Ad

**PHONE**
613-820-2270

**FAX**
613-820-2417

**EMAIL**
*ads@caut.ca*

**MAIL**
CAUT Bulletin
2705 Queensview Dr.
Ottawa, Ontario
K2B 8K2

Direct correspondence and questions to the Advertising Coordinator

Print career ads posted online at **ACADEMICWORK.CA** for free.

## Comment mettre une annonce

**TÉLÉPHONE**
613-820-2270

**TÉLÉCOPIEUR**
613-820-2417

**COURRIEL**
ads@caut.ca

**POSTE**
Bulletin ACPPU
2705, prom. Queensview
Ottawa (Ontario)
K2B 8K2

Adresser la correspondance et les questions à la coordonnatrice de la publicité

Les publicités imprimées sont affichées gratuitement sur **TRAVAILACADEMIQUE.CA**.

## Advertising Closing Dates \ Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

| ISSUE \ NUMÉRO | CLOSING DATE \ DATE DE TOMBÉE | POST DATE \ DATE AFFICHÉE |
|---|---|---|
| September 2009 septembre | August 05 août 2009 | August 27 août 2009 |
| October 2009 octobre | September 02 septembre 2009 | September 24 septembre 2009 |
| November 2009 novembre | October 07 octobre 2009 | October 29 octobre 2009 |
| December 2009 décembre | November 04 novembre 2009 | November 26 novembre 2009 |
| January 2010 janvier | December 02 décembre 2009 | December 31 décembre 2009 |
| February 2010 février | January 06 janvier 2010 | January 28 janvier 2010 |
| March 2010 mars | February 03 février 2010 | February 25 février 2010 |
| April 2010 avril | March 03 mars 2010 | March 25 mars 2010 |
| May 2010 mai | April 07 avril 2010 | April 29 avril 2010 |
| June 2010 juin | May 05 mai 2010 | May 27 mai 2010 |

## Advertising Rates (Section B)

**CAREER / JOB ADVERTISING**
Display ads ..... $65 / column inch
Classified ads ..... $1.20 / word

**SPECIAL CATEGORY ADVERTISING†**
Classified ads ..... $0.50 / word
Add a picture/graphic ..... + $25
† Special category rates apply only to non-career advertising such as housing, call for papers, courseware, conferences & events.

**OTHER CHARGES**
4-colour (CMYK) ..... + $700
Preferred position (display ads) ..... + 10%
Agency commission (print-ready display ads)†† ..... 15%
†† 4-colour & position charges commissionable.

## Tarifs publicitaires (Section B)

**OFFRES D'EMPLOI**
Grandes annonces ..... 65 $ / pouce-colonne
Annonces classées ..... 1,20 $ / mot

**AUTRES QUE LES OFFRES D'EMPLOI†**
Annonces classées ..... 0,50 $ / mot
Ajout d'une image ou d'un graphique ..... + 25 $
† Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (p. ex. logement, didacticiels, conférences, événements).

**AUTRES FRAIS**
Quadrichromie ..... + 700 $
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Commission d'agence (prêtes pour l'impression)†† ..... 15 %
†† Accordée sur les frais liés à la quadrichromie et à l'emplacement.

## Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

## Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465, tél.: (202) 737-5900, ou de visiter www.aaup.org.

# CAREERS CARRIÈRES

didates will be invited to visit the School for an interview early in the Fall term 2009. Please send application packages to: Ray Cole, Professor and Director, University of British Columbia, School of Architecture and Landscape Architecture, 4D2-6333 Memorial Road, Vancouver, BC, V6T 1Z2 UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadians and permanent residents will be given priority

## B

■ **BIOLOGY — University of Waterloo.** The Department of Biology of the University of Waterloo invites applications for a tenure track position at the assistant professor level in invertebrate developmental biology. Applicants must have a PhD and be prepared to establish an active research program, evidence of the ability to attract independent research funding and/or teaching experience would be an asset. We are particularly interested in applicants using genetic approaches to model invertebrate systems in conjunction with modern imaging techniques. Duties include research, management of departmental imaging facility, teaching at the undergraduate and graduate levels, as well as graduate student supervision. Applicants should send their curriculum vitae, the names of three references and an outline (1–2 pages) of their proposed research program, by electronic means if possible, to: D.R. Rose, Chair, Department of Biology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, or via email to givan@sciborg.uwaterloo.ca. The closing date for applications is May 15, 2009 with a start date no later than September 1, 2009. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to availability of funds. Additional information on the Department is available at http://www.biology.uwaterloo.ca/.

■ **BUSINESS ADMINISTRATION — University of the Fraser Valley.** The University of the Fraser Valley invites applications for a Multidisciplinary faculty position in our growing Business Administration Department. Located within the Faculty of Professional Studies, the Business Administration Department has over 800 students enrolled in certificate, diploma and degree programs. UFV is a teaching-intensive, regional multi-campus university with a current enrolment in excess of 11,000 students pursuing more than 80 degree, certificate and diploma programs. The university is committed to teaching excellence and this goal is realized through small class sizes, support for research and scholarship and strong linkages to the communities of practice. The 2008 Globe and Mail Canadian University Report ranked UFV as the top public university in British Columbia for overall quality of education, quality of teaching, most satisfied students, best student-faculty interaction and best career preparation. The successful candidate will be expected to teach a broad range of upper and lower level courses in a number of discipline areas within the degree and diploma programs. These disciplines include statistics, finance and strategic management. Preference will be given to candidates with strong quantitative skills. In addition, there is an expectation that faculty will actively participate in the development and promotion of the Bachelor of Business Administration Program within UFV and the broader community. Engagement of faculty in university and community service is one of the institution's three-fold goals of teaching, scholarship and service. Candidates are required to have a PhD or Masters degree in a relevant discipline. Preference will be given to PhD candidates with a commitment to scholarly research. Candidates must provide evidence of teaching excellence at an accredited university. Related industry experience would be an asset. Direct curriculum vitae or resume including evidence of appropriate qualifications referring to Re-Posting 2009 24 to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554; Fax: (604) 854 1538; Website: www.ufv.ca, Email applications to: erinfo@ufv.ca. The Selection Advisory Committee will begin reviewing applications on May 11, 2009; however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority in an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment.

Kick Start Your Job Hunt
AcademicWork.ca

## C

■ **CIVIL ENGINEERING — Memorial University of Newfoundland.** The Faculty of Engineering and Applied Science, Memorial University of Newfoundland, invites applications for a tenure track appointment in Civil Engineering commencing September 1, 2009 or the earliest thereafter. The desired area of expertise is infrastructure systems engineering, with specializations in one or more of the following areas: municipal engineering systems, structural rehabilitation and condition/health monitoring, materials, or highways and construction engineering. Candidates must have a Bachelor's degree in Civil Engineering and an earned PhD degree related to Infrastructure systems engineering. The appointment will be at the Assistant or Associate Professor level and salary will be commensurate with the successful applicant's qualifications. The successful candidate will be expected to participate in the academic programs of the Faculty, including teaching undergraduate and graduate courses, developing undergraduate laboratories, supervising graduate students, and other educational, scholarly and professional activities. An ability to teach a broad range of civil engineering courses such as statics, mechanics of solids, civil engineering materials, hydrology and water resources, hydraulics, project management, or surveying will be an asset. In addition, the candidate will be expected to carry out multi-disciplinary, collaborative research with industry, government institutions, and other university researchers. A successful candidate is expected to register as a professional engineer in Newfoundland and Labrador. The Civil Engineering discipline has well-established co-operative undergraduate as well as active graduate and research programs. For information on the Faculty of Engineering and Applied Science, visit www.engr.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at www.mun.ca. Applicants should send a curriculum vita, the names of three referees and a one-page statement of teaching and research interests. Copies of three relevant technical publications may also be included. Forward to: Dr. John Quilope, Dean Pro-Tempore, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; Fax: (709) 737-8975. REFERENCE: VPA-ENGI-2008-008. The deadline to submit applications is June 30th, 2009. The position is subject to budgetary approval. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified applicants are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **COMPUTER SCIENCE — University of British Columbia.** The Department of Computer Science at the University of British Columbia is recruiting qualified applicants for a unique position in computer science education. With $1.5M in funding from UBC's Carl Wieman Science Education Initiative, we expect to hire up to two research associates to provide expertise and leadership in a collaborative effort with computer science faculty to articulate student learning objectives across our undergraduate CS curriculum, develop assessments to measure and understand student success in achieving these objectives, develop and refine teaching strategies in response to assessment results, and ensure long-term sustainability of these initiatives. Selected candidates may teach CS courses in collaboration with other faculty, but the position's focus is on educational assessment and improvement. The expected initial term of employment is two years with the potential for as many as two additional years depending on performance and availability of funding. Applicants will preferably have experience with computer science education research. A PhD in Computer Science, Computer Science Education, or a related area is expected, although exceptional candidates with other backgrounds will be considered. This position will be available as of 1 August 2009 and salary will be commensurate with experience. Applicants should submit their CV and the names of at least three references to: CS-CWSEI Recruiting Committee Chair, Department of Computer Science, University of British Columbia, 201-2366 Main Mall, Vancouver, BC, Canada, V6T 1Z4. Applications will be accepted until 1 June 2009. More information about UBC Computer Science is at www.cs.ubc.ca. More information on UBC's Carl Wieman Science Education Initiative is at www.cwsei.ubc.ca. Questions about the research associate position should be addressed to Kurt Eiselt (eiselt@cs.ubc.ca). UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. These positions are subject to final budgetary approval.

■ **COUNSELLING (EDUCATION) — University of Victoria.** The Department of Educational Psychology and Leadership Studies (EPLS), University of Victoria invites applicatrons for a tenure-track Assistanf Professor position in the area of Counselling Psychology fo begin January 1, 2010, or as negotiated. The position is for an individuel with background and specialization in an area lhat is primarily focused in the disciplme of counselling psychology (e.g., career theory and practice, family counselling, higher education counselling, school counselling community practice, multicultural counselling etc.) Minimum Requirements: A. Doctoral degree in counselling psychology or related degree in psychology; B. One-year counselling internship or equivalent supervised experience. Preferred Qualifications: 1. Registered or eligible for registration as a psychologist with the College of Psychologists of BC; 2. Certification or eligible for certification with the Canadian Counselling Associatron (CCA); 3. Successful record of teaching at the undergraduate level (graduate level teaching an asset); 4. Supervison of graduate ourselling students' practica; 5. Successful research background; 6. Teaching background in two

Royal Military College of Canada

Part-Time Teaching Opportunities
Defence Studies
Canadian Forces College

*The Department of Defence Studies of the Royal Military College of Canada, located at the* Canadian Forces College in Toronto, invites applications for part-time teaching opportunities in support of the Joint Command and Staff Program (Distributed Learning) at various levels for a number of different courses. These courses include leadership and ethics, command and management, military science and operational planning.

Potential staff must meet at least one of the following criteria:

1. PhD in a related degree area (see below), experience teaching at the graduate level, significant publications in areas related to the topic of instruction.
2. Masters degree in a related degree area (see below), relevant professional experience (e.g., Directing Staff at a command and staff college, command experience, relevant operational experience), and experience teaching in professional military education;
3. Masters degree in a related degree area (see below), significant publications in areas of study relevant to the topic of instruction the courses, and experience teaching in professional military education.

Degree areas for Command, Leadership and Management: social sciences, behavioural sciences, history or war studies, economics, and management. Courses include: Leadership and Ethics; Command and Management.

Degree areas for Military Planning and Operations: war studies, military and strategic studies, defence studies, theatre operations, history. Courses include: War and Society; Basic Joint Operational Planning.

Degree areas for National Security and International Affairs: war studies, military and strategic studies, defence studies, political or economic history, political science.

Successful candidates should be prepared to teach in their area of specialization as well as in other areas of the program. These positions have different linguistic profiles including French essential, English essential and bilingual, which require the ability to read, comprehend and communicate orally in both official languages. For part-time employment and contract positions, the salary/compensation range is normally between $3,500 and $10,000 for each one-term course depending on the level of the course.

Applicants will be required to send a cover letter quoting the following reference number (T2009011) as well as their curriculum vitae, a copy of their academic transcripts, a summary of research interests, three sample publications and the names / contact information of three references to:

Faculty Services
Royal Military College of Canada
PO Box 17000 Station Forces
Kingston, ON K7K 7B4
Phone: (613) 541-6000 ext. 6964
Fax: (613) 541-6442
Email: faculty.services@rmc.ca

Please note that sample materials will not be returned to the applicants.
The expected starting date for the position is 1 October 2009 and the closing date for applications is 31 May 2009.

The Royal Military College is e coeducational and bilingual institution, and these positions are offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for Internetionel Credentials et http://www.cmec.ca/cicic/ for further information.

Le Collège militaire royal du Canada est une institution mixte et bilingue et ce poste est offert également aux temmes et aux hommes. Selon la Loi sur l'emploi dans le fonction publique, la préférence sera accordée aux candidat(e)s de citoyenneté Canadienne. Les personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivant : http://www.cmec.ca/cicic/.

Canada

Collège militaire royal du Canada

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Études de la défense
Collège des forces canadiennes

Le département des études de la défense du Collège Militaire Royal du Canada, au sein du Collège des Forces Canadiennes a Toronto, invite les candidatures pour des postes à temps partiel associé avec la Programme de Commandement et d'État-major Interarmées par Apprentissage à Distance. Les postes sont de différents niveaux et pour des cours différents. Les cours incluent : le leadership et l'éthique, le commandement et la gestion, les sciences militaires et la planification opérationnelle.

Les instructeurs potentiels doivent être en accordance avec un des profilés suivants :

1. Doctorat dans un domaine relié au cours, expérience en enseignement au deuxiéme et troisième cycles, el des publications majeurs au sujet du matériel de cours.
2. Maîtrise dans un domaine relié au cours, expérience professionnel (comme l'instruction au sein d'un Collége d'État Major, commandement ou opérationnel), et de l'expérience en enseignement de l'éducation militaire professionnel.
3. Maîtrise dans un domaine relié au cours, des publications majeurs au sujet du matériel du cours, et de l'expérience en enseignement de l'éducation militaire professionnel.

Les domaines associés avec le Commandement, Leadership et Gestion sont : les sciences sociales, les sciences behavioristes, l'histoire ou les études de la conduite de la guerre, l'économie et la gestion. Les cours incluent : Leadership et l'éthique ; et le Commandement et gestion.

Les domaines associés avec le Planitication et Opérations militaires sont : les études de la conduite de la guerre, les études militaires et stratégiques, les études de la défense, les opérations au niveau de théâtre et l'histoire. Les cours incluent : La guerre et la société ; et Planification opérationnel interarmées de base.

Les domaines associés avec le Sécurité national et les affaires internationales sont : les études de la conduite de la guerre, les études militaires et stratégiques, les études de la défense, l'histoire politique ou économique et les sciences politiques. Les cours incluent : La guerre et la société ; et Planification opérationnel interarmées de base.

Les candidats devront être prêts à enseigner des cours au sujet de leurs spécialités et aussi des autres sujets au sein du programme. Ces postes ont un profil et des exigences linguistiques variées, dont: anglais essentiel, français essentiel et bilingue qui requiérent l'habilité de lire, comprendre et de communiquer oralement dans les deux langues officlelles. Pour les postes à temps partiel et à contrat, le niveau salarial ou de compensation se situe normalement entre 3 500 $ et 10 000 $ par cours d'un semestre dépendant du niveau du cours. Les candidat(e)s interessé(e)s doivent faire parvenir une lettre d'intérêt citant le numéro de référence suivant (T2009011) avec leur curriculum vitae, leurs relevés de notes pertinents, la preuve de leur capacité d'enseigner, un sommaire de leurs intérêts de recherche, trois exemples de leurs publications et tes noms et les adresses de trois références à l'adresse suivante :

Services du Corps Professoral
Collège Militaire Royal du Canada
CP17000, Succursale Forces
Kingston, ON K7K 7B4
Phone: (613) 541-6000 ext. 6964
Fax: (613) 541-6442
Email: faculty.services@rmc.ca

Veuillez noter qu'aucun matériel ne sera retourné aux candidats.
Date de début anticipée pour la position : 1 octobre 2009.
Date de clôture : 31 mai 2009.

# CAREERS CARRIÈRES

or more of the following areas: a) Child and adolescent development; b) Career development and counselling; c) Counselling skill training; d) Counselling theories, e) Multicultural counselling; f) Cognitive Behavioural Therapy; g) Assessment in counselling contexts; h) School counselling. The individual would be expected to contribute to the: 1. Development of a vibrant counselling psychology program. 2. Teaching of graduate and undergraduate courses; 3. Supervision of graduate students' practica; 4. Supervision of graduate students' research. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications should include curriculum vitae and the names and contact information of three referees. Applications must be received by August 15, 2009. Send to: Dr. John Walsh, Chair, Department of Educational Psychology and Leadership Studies, Faculty of Education, University of Victoria, PO Box 3010 STN CSC, Victoria, BC, V8W 3N4; Email: edpsych@uvic.ca; Phone: (250) 721-7760; Fax: (250) 721-6190; http://www.educ.uvic.ca.

## E

■ **ECONOMICS — Glendon College, York University.** The Department of Economics invites applications for a 10-month (August 1, 2009 - May 31, 2010) contractually-limited appointment at the rank of Sessional Assistant Professor. Glendon College is the bilingual (English-French) liberal arts Faculty of York University. It offers a variety of programs in the humanities and social sciences. It is located on its own separate, mid-town campus. Candidates must be bilingual and must be able to teach in both English and French, hold a PhD in Economics (or be near completion). Applications from all fields are welcome. Preference will be given to candidates with proven teaching experience, together with a strong potential for high-quality scholarly research. Salary will be commensurate with qualifications and experience. All positions at York University are subject to budgetary approval. Duties will consist of teaching, in English and French, at the undergraduate level, including introduction courses, research and administrative responsibilities. Applications must include a cover letter, curriculum vitae, teaching dossier (e.g., evaluations, course outlines). Three letters of reference, at least one of which should address teaching, sent directly to Professor Can Erutku, Interim Chair of the Economics Department, Glendon College, York University, 2275 Bayview Avenue, Toronto ON, M4N 3M6, Canada. The deadline for applications is May 29, 2009. Electronic applications will not be accepted. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement.

■ **ÉCONOMIE — Collège Glendon, Université York.** Le Département de science économique, Collège universitaire Glendon, sollicite des candidatures pour un poste à durée limitée de 10 mois (1er août 2009 au 31 mai 2010), au rang de professeur/e adjoint/e. Le Collège universitaire Glendon, faculté bilingue (Français-Anglais) de sciences sociales et humanités de l'Université York, offre une gamme de programmes en lettres et sciences humaines. Son campus est situé en plein coeur de Toronto. Les candidats doivent être bilingues et pouvoir enseigner en français et en anglais, détenir un doctorat en science économique (ou être sur le point de l'obtenir). Les personnes intéressées spécialistes de tout domaine de l'économie, sont encouragées à poser leur candidature. Préférence sera donnée aux candidats ayant une expérience documentée de l'enseignement, et un potentiel de recherche de haute qualité. Le salaire sera fixé en fonction des qualifications et de l'expérience. Toutes les offres de poste à l'Université York sont sujettes à autorisation budgétaire. Les fonctions campionnent des tâches d'enseignement, en français et en anglais, au niveau du 1er cycle, y compris des cours d'introduction, ainsi que des activités de recherche et des tâches administratives. Les demandes doivent inclure une lettre de candidature, un curriculum vitae, un dossier d'enseignement (pai exemple: évaluations, plans de cours). Trois lettres de recommendation, dont l'une au moins doit porter sui l'enseignement, doivent parvenir directement à Monsieur Can Erutku, Directeur pai intérim, Département de science économique, Collège universitaire Glendon, Université York, 2275 Bayview Avenue, Toronto, (Ontario), Canada M4N 3M6. Date limite de soumission des candidatures: le 29 mai 2009. Les soumissions électroniques ne seront pas acceptées. L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur ce programme, veuillez consulter le site Web de l'Université York à l'adresse www.yorku.ca/acadjobs ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux personnes de nationalité canadienne ou détenant le statut de résident permanent. L'admission temporaire des ressortissants des États-Unis et du Mexique est autorisée conformément aux dispositions de l'Accord de libre-échange nord-américain.

■ **ELECTRICAL & COMPUTER ENGINEERING — Memorial University of Newfoundland.** The Faculty of Engineering and Applied Science, Memorial University of Newfoundland, invites applications for a tenure track appointment in Electrical and Computer Engineering commencing September 1, 2009 or earliest thereafter. The desired area of expertise is computer engineering, with specific focus in one or more of embedded systems, software design, digital system design or digital electronics. Research or expertise relevant to one or more of Memorial's identified strategic thematic research areas (Ocean and Coastal Studies; Industrial Development and Environmental Sustainability; Health; and North Atlantic/Newfoundland and Labrador Studies) is an asset. Candidates should have an earned PhD degree in Electrical or Computer Engineering, or a cognate area. The appointment will be at the Assistant or Associate Professor level and salary will be commensurate with the successful applicant's qualifications. The successful candidate will be expected to participate in the academic programs of the Faculty, including teaching undergraduate and graduate courses, developing undergraduate laboratories, supervising graduate students, and other educational, scholarly and professional activities. As well, it is desirable that the candidate be able to develop appropriate research collaborations with industry, government institutions, and other university researchers. The successful candidate should be eligible to register as a professional engineer in Newfoundland and Labrador. The Electrical and Computer Engineering discipline has well-established co-operative undergraduate programs in both Electrical Engineering and Computer Engineering, as well as active graduate and research programs. For information on the Faculty of Engineering and Applied Science, visit www.engr.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at www.mun.ca. Applicants should send a curriculum vita, the names of three referees and a one-page statement of teaching and research interests. Copies of three relevant technical publications may also be included. Forward to: Dr. John Quilcoe, Dean, Pro Tempore, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; Fax. (709) 737-8975. REFERENCE: ENGI-2009-001. Deadline to receive applications is June 30, 2009. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified applicants are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Computer and Software Engineering with expertise in one or more of these sub-areas: hardware/software co-design, embedded systems with emphasis on hardware, application specific processors, and human/computer interaction with computer engineering perspective; 2. VLSI with special interests in wireless communication VLSI circuits and systems, or circuits in emerging technologies. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electro Mechanical Systems leading to biochip and related medical applications. 2. Low dimensional quantum structures leading to potential applications at the device level. 3. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new, RF-related areas, 4 including, bio-medical and RF nano-based devices. 5. Large area electronics with expertise in thin film technologies at both material and device levels and potential expansion into bio applications. The ECE department is home to the Giga-to-Nano Laboratory (http://eceuwaterloo.ca/~a-sidic) and the Centre for Integrated RF Engineering (http://www.cirfe.uwaterloo.ca), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (QNC), a new, $100M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three referees to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING (SIGNAL PROCESSING) — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the area of signal processing, with expertise in one or more of the following sub-areas: the theory of signal pro-


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CAUT/ACPPU BULLETIN

University of Waterloo

## Dean of the Faculty of Applied Health Sciences (AHS)

Nominations and expressions of interest are invited for the position of Dean of the Faculty of Applied Health Sciences (AHS). One of six faculties at the University of Waterloo, AHS consists of three multi-disciplinary academic departments: Health Studies and Gerontology, Kinesiology, and Recreation and Leisure Studies. The mission of the Faculty of Applied Health Sciences is to improve health and quality of life at the individual, community, and population levels, through teaching and basic and applied research focused on health promotion and prevention of illness and injury. The Faculty of Applied Health Sciences receives more than $10 million in annual grant funding from various sources, including tri-council and various levels of government. This research agenda uniquely positions AHS to provide solutions to Canada's pressing health challenges, and the University of Waterloo is seeking an energetic and visionary dean who can capitalize on the Faculty's special focus and its reputation as a leader in innovative applied health education and research in Canada and internationally. The successful candidate for dean will have a proven record as an academic administrator, and will possess outstanding credentials as an educator and researcher consistent with an appointment as a tenured Full Professor. The initial five-year appointment will begin on July 1, 2010, or as soon as possible thereafter.

AHS has approximately 343 full- and part-time graduate and 1,500 undergraduate students, and a faculty complement of 69 that includes 5 research chairs. Undergraduate and graduate programs lead to BA, BSc, MA, MPH, MSc, and PhD degrees, including collaborative PhD programs in Aging, Health and Well-being, and in Work and Health, in which all three departments participate. At the undergraduate level, departments offer both regular and co-operative education programs of study. Research centres and institutes in AHS have been developed in collaboration with external governmental, non-governmental, and private organizations that further the Faculty and departments' missions in research, teaching, and particularly knowledge translation and exchange. The Faculty houses the Research Institute on Aging (RIA), the Centre for Behavioural Research and Program Evaluation (CBRPE), the Population Health Research Group (PHR), Ideas for Health, Centre of Research Expertise for the Prevention of Work-Related Musculoskeletal Disorders and Disabilities (CRE-MSD) and the Murray Alzheimer Research and Education Program (MAREP). The Faculty's website at www.ahs.uwaterloo.ca provides in-depth information about the Faculty and its research as well as its educational centres and institutes.

The University of Waterloo is an outward-looking, research-intensive university known for its entrepreneurial spirit. It offers a full range of programs in the humanities, social sciences, natural sciences, mathematics, and engineering. Over the next decade, the University has several goals to which it aspires, including expanding its presence nationally and becoming Canada's most internationalized and internationally best-known university. Located at the heart of Canada's Technology Triangle, the University of Waterloo has become one of Canada's leading comprehensive universities, with 28,000 full- and part-time students in undergraduate and graduate programs. More information about this innovative university can be found at the website **www.uwaterloo.ca**.

The nominating committee will begin its review of candidates in late May 2009. Documentation should be submitted in confidence to the University of Waterloo Dean of AHS Nominating Committee at the address shown below. Applications should be accompanied by a current curriculum vitae, a brief statement of interest and the names of three referees.

Applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities are encouraged; however, priority will be given to Canadians and permanent residents. For more information, see www.hr.uwaterloo.ca/family-friendly.html.

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# CAREERS CARRIÈRES

cessing (e.g. sparse sampling, compressed sensing, etc.), multimedia processing (including speech, audio and video processing), and biomedical signal processing. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://ecoadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

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THE UNIVERSITY OF BRITISH COLUMBIA

FACULTY OF EDUCATION

## Full-Time Instructor
### Department of Educational Studies

The Department of Educational Studies, Faculty of Education, UBC, invites applications for a one-year full-time position without review (non-tenure-track) with the possibility of renewal to a maximum of three years. This position is primarily situated in **Educational Administration and Leadership** and is expected to commence September 1, 2009. The appointment will be made at the Instructor level.

The Department of Educational Studies is a multidisciplinary department concerned with the broad study of education as a lifelong pursuit occurring in community, workplace, institutional and other contexts. The Department fulfils major commitments to both undergraduate and graduate programs in the Faculty of Education, enrolling large numbers of master's and doctoral students. Programs are committed both to meeting traditional needs and to developing innovative and integrated approaches to emerging issues in education. Department graduate programs include specializations in Adult and Higher Education; Educational Administration and Leadership; Society, Culture and Politics of Education; and Indigenous Education.

Applicants will have an earned doctoral degree, demonstrated excellence in teaching, a strong commitment to educational leadership development, familiarity with Canadian educational policy and leadership contexts, and experience as educational practitioners, educational administrators and leaders in K–12 schools. The ability to contribute to one or more of the other areas of specialization in the department is essential. Salary is commensurate with qualifications and experience.

The successful applicant will be expected to (a) teach in both undergraduate and graduate programs coordinated by the Department, (b) supervise MEd projects, (c) help to initiate and manage off-campus cohort and on-campus programs, (d) create and manage a field experience component of the Educational Administration and Leadership program, (e) facilitate connections with local school districts, provincial professional associations, and other educational groups in the province, and (f) facilitate collaboration with other BC universities offering educational leadership programs.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. The position is subject to final budgetary approval, for positions funded from the general purpose operating fund.

Applications should include a letter indicating clearly the position being sought and outlining potential contributions to the Department, curriculum vitae, evidence of teaching excellence, a sample of scholarly work, and the names of three references, including academic and professional. The quality of teaching will be assessed as part of the selection process. The complete application package is to be sent to:

**Tara Fenwick, Head**
**Department of Educational Studies**
**2125 Main Mall, University of British Columbia**
**Vancouver, BC, V6T 1Z4**

The application deadline is **June 1, 2009** or until the position is filled.

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THE UNIVERSITY OF BRITISH COLUMBIA

FACULTY OF EDUCATION

## Assistant/Associate Professor
### Department of Educational Studies

The Department of Educational Studies, Faculty of Education, UBC, invites applications for a full-time, tenure track position. This position is primarily situated in **Educational Administration and Leadership** and is expected to commence January 1, 2010. The appointment will be made at the Assistant or Associate Professor level.

The Department of Educational Studies is a multidisciplinary department concerned with the broad study of education as a lifelong pursuit occurring in community, workplace, institutional and other contexts. The Department fulfils major commitments to both undergraduate and graduate programs in the Faculty of Education, enrolling large numbers of master's and doctoral students. Programs are committed both to meeting traditional needs and to developing innovative and integrated approaches to emerging issues in education. Department graduate programs include specializations in Adult and Higher Education; Educational Administration and Leadership; Society, Culture and Politics of Education; and Indigenous Education.

Applicants will have an earned doctoral degree, demonstrated excellence in teaching, a strong commitment to research and scholarly publication, a strong commitment to educational leadership development, familiarity with Canadian educational policy and leadership contexts, and experience as educational practitioners, educational administrators and leaders in K–12 schools. Priority in hiring will be given to educators with expertise in indigenous education and leadership, law (particularly in relation to special education and/or human rights), critical political economy, or leadership studies (particularly critical and post-structural approaches to educational leadership). The ability to contribute to one or more of the other areas of specialization in the department is essential. Salary is commensurate with qualifications and experience.

The successful applicant will be expected to (a) develop a focused research agenda related to educational administration and leadership in Canadian and BC schools, (b) teach in both undergraduate and graduate programs coordinated by the Department, (c) supervise graduate students enrolled in the Department's programs, (d) contribute to the scholarly community and service work of the Educational Administration and Leadership Program, the Department, the Faculty of Education, and the University community; and (e) participate in outreach within the broader educational community.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

Applications should include a letter indicating clearly the position being sought and outlining potential contributions to the Department, curriculum vitae, evidence of teaching excellence, a sample of scholarly work, and the names of three references, including academic and professional. The quality of teaching will be assessed as part of the selection process. The complete application package is to be sent to:

**Tara Fenwick, Head**
**Department of Educational Studies**
**2125 Main Mall, University of British Columbia**
**Vancouver, BC, V6T 1Z4**

The application deadline is **August 15, 2009** or until the position is filled.

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## Marketing
### Two-Year Term Position

**AD #15.** The School of Commerce and Administration invites applications for a **two-year term position in Marketing** starting July 1, 2009. Teaching duties may include both the undergraduate and master's levels. Applicants should possess a relevant doctorate or be in the final stages of completing their dissertation.

LU is a bilingual institution and an equal opportunity employer. LU is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications will be reviewed commencing in **April 2009** but will be accepted until the position is filled.

Applicants should provide a covering letter, a curriculum vitae, a list of publications, an outline of teaching philosophy, and three letters of reference addressed to: **Dr. Patrice Sawyer, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON P3E 2C6** or by e-mail to **asr@laurentian.ca**. LU faculty are part of the LUFA (Laurentian University Faculty Association), information and the Collective Agreement can be found at www.lufapul.ca.

The position is subject to budgetary approval.

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## G

■ **GERONTOLOGY/GERIATRICS (PHARMACY) — University of Waterloo.** The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between UW, its Research Institute for Aging, RBJ Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. (a dynamic and innovative organization that features eight seniors' care facilities (Long-Term Care, Retirement Home, Apartment) located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70% of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psycho-social, and economic outcomes in the geriatric setting; develop and use data repositories and novel population-based methods to optimize the uses of medications, and for the identification or confirmation of adverse events; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice inno-

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## TIER 2 CANADA RESEARCH CHAIR IN GLOBAL HEALTH
### FACULTY OF HEALTH SCIENCES

The Faculty of Health Sciences (FHS) seeks a global health scholar to complement a strong group of core faculty in this signature program at SFU. The Faculty is interested in applicants from a broad variety of disciplinary backgrounds including epidemiology, social sciences, and health care management and policy sciences. Candidates with experience in the practice of global public health with or for intergovernmental, bilateral and private aid organizations, NGOs, and/or government agencies are particularly encouraged. Preferably this experience will include one or more of the following: primary health care and public health system strengthening activities, design and evaluation of interventions; scale-up efforts; program planning, monitoring, and evaluation; social mobilization and community-based participatory approaches to health promotion; knowledge dissemination and translation; and/or policy development, analysis, and advocacy. Candidates with research interests in reducing health disparities in vulnerable populations and/or global perspectives on indigenous peoples, are strongly encouraged to apply.

Applicants must have demonstrated ability to fund a global health research program. Geographic areas of interest are broad but applicants with established research programs in Asia, sub-Saharan Africa, and/or Latin America will receive particular attention. Successful applicants will be expected to maintain a strong research program with international funding and provide mentorship to graduate students in the field of global health.

FHS is Canada's largest and only independent Faculty of Health Sciences with a focus on population and public health sciences (http://www.fhs.sfu.ca). Successful candidates will join a dynamic and expanding group of approximately 45 faculty who are developing collaborative, interdisciplinary research and educational programs in global health, environmental and occupational health, prevention of infectious and chronic diseases, promotion of mental health and prevention of addictions, reducing social inequities and health disparities, and public health practice. The vision of FHS is to integrate social and natural science scholarship with population outcomes, societal application, and policy analysis to reduce health inequalities locally, nationally and globally. We value equity and are striving to develop a faculty that has a gender balance and that reflects the cultural and ethnic diversity of the communities we serve.

Nominees for Tier 2 Canada Research Chairs are expected to be exceptional emerging scholars, acknowledged by their peers as having the potential to lead their field. Nominees can be no more than ten years from their highest academic qualification at the time of nomination. Candidates wishing further information on the Canada Research Chairs program should visit **www.chairs.gc.ca.**

Please submit your application with cover letter, CV, statement of research and teaching interest along with the names of six referees to fhs_recruit@sfu.ca. **Closing date for all applications will be June 30, 2009.**

For further information about the Faculty of Health Sciences please visit **www.fhs.sfu.ca.**

Simon Fraser University welcomes diversity in the workplace, and encourages applications from all qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The position is tenure-track and is a 12-month continuing appointment. Salary is not grant dependent and will be offered on a basis commensurate with qualifications and experience. Anyone wishing further information is invited to contact in confidence Dr. John O'Neil, Dean, Faculty of Health Sciences, joneil@sfu.ca, (778.782.5363). Under the authority of the University Act personal information that is required by the University for Academic Appointment competitions will be collected. For more information, please visit: the Collection Notice. (http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html)

# CAREERS CARRIÈRES

vation, duties will include teaching at the undergraduate and/or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Launched in January 2008, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1–2 pages) of the proposed scholarly activity, 4) a one-page statement regarding teaching philosophy, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

## H

■ **HUMAN RESOURCE MANAGEMENT — University of Fraser Valley.** The University of the Fraser Valley invites applications for a faculty position in the area of Human Resource Management in our growing Business Administration Department. Located within the Faculty of Professional Studies, the Business Administration Department has over 800 students enrolled in certificate, diploma and degree programs. UFV is a teaching-intensive, regional multi-campus university with a current enrolment in excess of 11,000 students pursuing more than 80 degree, certificate and diploma programs. The university is committed to teaching excellence and this goal is realized through small class sizes, support for research and scholarship and strong linkages to its communities of practice. Human Resource Management (HRM) is one of several program options within the Bachelor of Business Administration degree. The HRM option is designed to equip students with the skills and abilities necessary for a successful career in human resource management, and to prepare them to acquire the Certified Human Resource Professional (CHRP) designation. The successful candidate will be expected to teach lower level courses in Human Resource Management as well as more specialized upper level courses in such areas as Performance Evaluation, Workplace Health and Safety and Strategic Human Resource Planning. In addition, there is an expectation that faculty will actively participate in the development and promotion of the Bachelor of Business Administration HRM option within UFV and the broader community. Engagement of faculty in university and community service is one of the institution's three-fold goals of teaching, scholarship and service. A PhD degree in the area of Business or Management with a specialization in Human Resource Management is preferred; however, a Master's degree in Human Resource Management will also be considered. Applicants are expected to have recent teaching experience in a relevant subject area at the undergraduate level of an accredited university and some research expertise related to Human Resource Management. A CHRP designation and/or industry experience would be an asset. Direct curriculum vitae or resume including evidence of appropriate qualifications referring to Re-posting 2009.25 to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554, Fax: (604) 854-1538; Website: www.ufv.ca; Email applications to: erinfo@ufv.ca. The Selection Advisory Committee will begin reviewing applications on May 11, 2009; however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment.

## K

■ **KINESIOLOGY & PHYSICAL EDUCATION — University of the Fraser Valley.** The Department of Kinesiology and Physical Education at the University of the Fraser Valley invites applications for a full-time faculty to commence January 1, 2010, or soon thereafter (subject to budgetary approval). Located in the heart of BC's Fraser Valley, and one of Canada's newest Universities, the University of the Fraser Valley offers a wide range of undergraduate and professional degrees, a collegial environment and a commitment to developing graduate programs. The Department of Kinesiology and Physical Education is seeking applicants in the area of health promotion or chronic disease prevention and management through exercise, with particular interest in one or more of the following: obesity; chronic disease; injury prevention; risk factor/behavioural management or; the sociocultural aspects of physical activity. Applicants should have an outstanding ability to teach and communicate with undergraduate students, have strong research interests in health promotion or preventative health issues relevant to the Fraser Valley and a strong desire to build a culture of inquiry and outreach around these issues. PhD (or close to completion); demonstrated excellence, or a commitment to establishing a record of excellence in teaching at the undergraduate level, and evidence of potential for excellence in interdisciplinary research. For further information contact the Department of Kinesiology and Physical Education, c/o Corry Jensen, corry.jensen@ufv.ca. Candidates should submit a curriculum vitae, evidence of teaching excellence (student evaluations if available), a one-page statement of teaching philosophy including examples of innovative approaches to teaching and course design if available, a one-page statement of proposed research program, and names and contact information for three referees. Applications, citing Posting #2009.32 should be sent to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554, Fax (604) 854-1538; Website: www.ufv.ca; Email applications to: erinfo@ufv.ca. The Selection Advisory Committee will begin reviewing application on July 1, 2009; however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

## L

■ **LAW — University of Toronto.** The University of Toronto, Faculty of Law invites applications from outstanding scholars for one tenure-track position in Tax Law at the Assistant, Associate or Full Professor rank. The position will commence July 1, 2010. The closing date for applications is July 1, 2009. The successful candidate will have completed or be close to completing graduate studies in law or a related field, preferably at the doctoral level, and will have demonstrated excellence in research and teaching. We encourage diverse and interdisciplinary approaches to law. Salary will be commensurate with experience and qualifications. The University of Toronto, Faculty of Law is one of the world's great law schools. The University is dedicated to the goal of building a culturally diverse and pluralistic faculty committed to research and teaching. The Faculty of Law offers opportunities for collaborative and interdisciplinary research and teaching, the excitement of working with a diverse student population, and actively encourages innovative scholarship. As the economic and intellectual hub of Canada, Toronto provides access to policy and decision makers at all levels, and is a vibrant, cosmopolitan and safe city. Applications will be accepted electronically on our website between May 15 and July 1st, 2009 by logging on to www.law.utoronto.ca/faculty_recruitment. Applications must include a detailed covering letter which identifies the applicant's areas of interest in research and teaching as well as a brief research plan, a c.v., copies of all law and graduate transcripts, two sample publications, and

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# Athabasca University

Athabasca University is one of Alberta's four public comprehensive universities accredited by the Government of Alberta. Specializing in distance and online education, Athabasca University delivers education to over 37,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies, and to increasing equality of educational opportunity for adult learners worldwide.

## Assistant/Associate Professor, Geography

Athabasca University, Canada's Open University, invites applications for a tenure-track position at the Assistant Professor level (a junior Associate Professor may be considered) within the Centre for Global and Social Analysis. The successful candidate will advance the research and learning objectives of the geography program and will be imaginative, innovative, highly motivated, self-directed, well organized and possess outstanding communication and team-building skills.

Athabasca University is currently developing four-year Bachelor of Arts/Bachelor of Science degrees in Geography. We are searching for a dynamic scholar with a creative understanding of the full breadth of human geography. This colleague will be part of an interdisciplinary team and will work closely with the professor of physical geography to co-lead the development of the geography program. Familiarity with geoinformatics applications and the ability to communicate in French are considered assets.

In addition to full participation in undergraduate program and curriculum development, responsibilities of this position include teaching and revising as necessary a broad range of current courses that include Introductory Human Geography, World Regional Geography, The Canadian North and Canadian Urban Development. As well, the successful candidate will design new courses to complement and expand the breadth of existing undergraduate human geography courses, undertake graduate teaching and supervision in the interdisciplinary Master of Arts – Integrated Studies program, carry out administration associated with course and program coordination, supervise course tutors and participate in community service. The successful candidate will be expected to maintain research activities that complement and expand one or more of the initiatives at Athabasca University, such as Global Studies, Environmental Studies, the Athabasca River Basin Research Institute and International Programs.

Candidates must hold a PhD in Geography with a concentration in some field of human geography. Essential criteria include a demonstrated commitment to undergraduate and graduate teaching in human geography; a proven research and publication record; and experience working collaboratively with colleagues and the community. The ideal candidate will show demonstrated abilities to work in a networked environment, and also be interested and experienced in distance education and open learning delivery methods, online teaching, and in developing and using innovative technology in teaching at a distance. All educational credentials must be recognized in Canada.

This is an AUFA tenure-track position located in Alberta. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package. For further information regarding this position, contact Dr. Lisa Carter (Search Committee Chair) at (780) 675-6281 or via email: lisac@athabascau.ca and Dr. Lorelei Hanson (Acting Coordinator Human Geography) at (780) 988-7940 or via email: lorelei.hanson@athabascau.ca.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to **resume@athabascau.ca.**

People make Athabasca University successful. A commitment to excellence and innovation in an environment that supports teaching, learning and personal development makes AU a satisfying place to work. AU was ranked among Alberta's top 40 employers in 2008. The University is committed to employment equity, and encourages applications from women, Indigenous Peoples, persons with disabilities and members of visible minorities.

Alberta's Top 40 Employers

Canada's Top 100 Employers

CANADA'S OPEN UNIVERSITY
**www.athabascau.ca**

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## Tenure-Track Faculty Position
## Hydrogeology
## Department of Earth Sciences

MEMORIAL UNIVERSITY

*» Competition Number: VPA-EASC-2007-003*

The Department of Earth Sciences, Memorial University of Newfoundland invites applications for a tenure track faculty position at the assistant professor level in the broad field of hydrogeology. The applicants' specific interests may include but are not limited to quantitative physical and/or chemical analysis of surface and groundwater flow in porous and/or fractured media; solute or contaminant transport and water quality models; impacts of global and local environmental change on surface and/or groundwater resources, and surface-subsurface linkages; groundwater remediation; biosphere-lithosphere exchange processes and their impact on the hydrological cycle. Demonstrated experience with field studies and data collection is an asset. We are particularly interested in applicants whose research will benefit from, as well as contribute to, our department's growing strengths in low temperature geochemistry, stable and radioisotope biogeochemistry, and global environmental change.

Memorial University has one of the largest and most diverse Earth Science departments in Canada. With 30 faculty members including 3 Canada Research Chairs, over 15 staff members, and leading-edge teaching and research facilities, the department is able to offer high quality undergraduate and graduate degree programs. The successful candidate will have access to modern analytical facilities listed at (www.mun.ca/earthsciences/facilities/). In addition, Memorial University's CREAIT (www.mun.ca/creait/maf/ICPMS.php) network is accessible to all faculty and offers additional analytical and experimental facilities, many overseen by faculty in the Department of Earth Sciences. Other research and teaching resources available at Memorial University include the Ocean Sciences Centre, the Bonne Bay Marine Station in Gros Morne National Park, the Labrador Institute, and the Harlow Campus outside London, England.

Applicants must possess a Ph.D. and should preferably have post-doctoral experience. The successful candidate is expected to maintain a vigorous research program, sustain a strong record of peer-reviewed publication and external funding, advise and mentor undergraduate and graduate students, and contribute energetically to the teaching mission of the department, including courses in hydrogeology. In addition to its own M.Sc. and Ph.D. programs in earth science, the Department of Earth Science participates in Memorial's interdisciplinary graduate program in environmental science (http://www.mun.ca/science/graduate/envs/).

Applications must be received by *May 31st, 2009.* Candidates should submit a letter of application with the names and addresses (including email) of three referees, current curriculum vitae, and a statement of planned research program and teaching interests to: *Dr. John M. Hanchar, Head, Department of Earth Sciences, Memorial University of Newfoundland, St. John's, NL, Canada A1B 3X5*, or, preferably, e-mail applications in PDF format to: *head@esd.mun.ca.* Additional information is available at www.mun.ca/earthsciences/about/ or by contacting Dr. John M. Hanchar at jhanchar@mun.ca or by telephone at 709-737-2334.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational life of Newfoundland and Labrador. Offering a diverse set of undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's (http://www.stjohns.ca/index.jsp), a very safe, friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

*Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Candidates eligible for NSERC University Faculty Awards are encouraged to apply.*

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DALHOUSIE UNIVERSITY
*Inspiring Minds*

## Associate Dean, Operations & Policy
## Faculty of Medicine

Applications are invited for the position of Associate Dean, Operations and Policy for the Faculty of Medicine, Dalhousie University. This position offers a unique opportunity for a creative and dynamic individual to guide the Faculty of Medicine in its achievement of its strategic vision of contributing to the improved health of Maritime, national and international communities through its pursuit of new knowledge and its integration within academic and clinical settings.

The Associate Dean will contribute to the advancement of knowledge in the areas of funding and planning academic medicine through research, scholarly publication and presentations. By developing strong strategic partnerships with constituents, including the affiliated teaching hospitals and districts, and the Departments of Health and Education in the three Maritime Provinces, the Associate Dean, Operations and Policy develops policies and processes to ensure accountability to the funders of the Faculty and to our community. Key responsibilities include strategic planning, policy development, and participating in the development of alternative funding and health funding models. The Associate Dean is responsible for the operational units within the Office of the Dean including finance, human resources, administrative services and information technology, and ensures that appropriate coordination occurs so that the Dean's Office functions as an integrated unit.

This appointment is full-time and will be renewable, subject to satisfactory review. A Master's degree is required, preferably in health policy/health services as well as an extensive background in financial management. The successful candidate will have demonstrated knowledge and experience in academic health care funding and health policy with a thorough knowledge of health care systems. Demonstrated competence in leadership in multiple areas of academic medicine and superior negotiation and communication skills are required. The successful candidate will also have extensive experience in partnership development and enhancement.

To apply for this exceptional opportunity, applications must include a curriculum vitae and a summary statement of teaching, research and professional interests. Applicants must also arrange to have three (3) letters of reference (two of which must be academic) sent directly to the Chair under separate cover. Applications and letters of reference are due no later than **Friday, May 15, 2009** and should be sent to the attention of:

**Dr. Gerry Johnston**
**Chair, Search Committee for the Associate Dean, Operations & Policy**
**c/o Dean's Office, Faculty of Medicine**
**Dalhousie University**
**5849 University Avenue, Room C-205**
**CRC Building**
**Halifax, Nova Scotia B3H 4H7**

Dalhousie Faculty of Medicine web site is www.medicine.dal.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

# CAREERS CARRIÈRES

a teaching dossier, where relevant. We also require at least three signed letters of reference, to be sent directly by referees, by email to law.recruitment@utoronto.ca or by mail. Applications and references should be addressed to: Nikki Gershbain, Executive Director, Office of the Dean, University of Toronto, Faculty of Law, 84 Queen's Park, Toronto, ON, M5S 2C5; e-mail: law.recruitment@utoronto.ca. Incomplete applications may not be accepted. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **LINGUISTICS & LANGUAGES — McMaster University.** The Department of Linguistics and Languages at McMaster University invites applications for a three year Contractually Limited Appointment in Linguistics, at the rank of Assistant Professor. The successful candidate will hold a PhD in Linguistics with specialization in Phonetics or Speech Science. The ability to teach a foreign language OR a secondary specialization in one of the following areas is desirable: speech technology, communication disorders, or neurolinguistics. Applicants should have a strong background in acoustic phonetics, demonstrated teaching ability, and be willing to participate fully in departmental research and teaching. The Department of Linguistics and Languages presently offers undergraduate degrees (Honours) in Linguistics and Linguistic Cognitive Science, and is awaiting final approval for a graduate program. The starting date for the appointment is July 1, 2009. Starting salary will be based on experience and qualifications. Applications, including curriculum vitae, transcripts, samples of publications, and letters from three academic referees should be addressed to: Dr. John Connolly, Chair, Selection Committee, Department of Linguistics and Languages, TSH-613, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2. Canada. Applications received by May 29, 2009 will be assured of consideration. For further information on the Department of Linguistics and Languages, please see: http://www.humanities.mcmaster.ca/~linguistics/. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **LINGUISTICS & LANGUAGES — McMaster University.** The Department of Linguistics and Languages at McMaster University invites applications for a two year Contractually Limited Appointment in Linguistics, at the rank of Assistant Professor. The successful candidate will hold a PhD in linguistics, with specialization in Syntax. The ability to teach a foreign language OR a secondary specialization in one of the following areas is desirable: semantics, computational linguistics, or applied linguistics. Applicants should have a strong background in linguistic theory,

## DEAN OF LAW
## University of New Brunswick

Nominations and applications are invited for the position of Dean of the Faculty of Law at the University of New Brunswick (UNB) for a term beginning July 1, 2010. The appointment is for a five-year term and may be renewed.

The Faculty, founded in 1892, offers the LLB degree and an LLB/MBA program in a distinctly supportive and collegial environment. A small faculty, with 230 students from across Canada and abroad, UNB Law is highly ranked in national law school surveys. Graduates and friends have provided the Faculty with substantial endowments to support the library, student scholarships and faculty research. UNB graduates have served and serve on the bench in the Supreme Court, the Federal Court, and in eight provinces, and are leaders in the bar and in public service.

The Faculty is committed to effective and responsive law teaching and professional formation. Faculty members engage in a broad array of research projects, with internal and external funding, and contribute to the Centre for Property Studies, the Muriel McQueen Fergusson Centre for Family Violence Research, the NRC-IIT Centre for e-Business and to graduate programs outside the Faculty. Students initiate and support a variety of events to enhance the civic life of the Faculty and the community, including substantial philanthropy. The Faculty is home to the University of New Brunswick Law Journal, a student-produced annual law review.

The Dean, reporting to the Vice-President (Academic), is responsible for the supervision and administration of academic programs, the law library and the Faculty budget. The Dean provides leadership to the Faculty and within the broader university community, fosters the positive relationship which the Faculty enjoys with the legal profession, and encourages student participation in, and contributions to, learning beyond the classroom. Candidates will have administrative skills, a strong record of teaching and scholarship, and a commitment to facilitating institutional growth and development.

The Faculty of Law is on the Fredericton campus of UNB (http://law.unb.ca) in the capital city of New Brunswick (http://www.fredericton.ca), situated on the beautiful St. John River. UNB has a rich history and a legacy of excellence and makes a significant difference to economic, social and cultural development in New Brunswick and around the world.

Inquiries, nominations and applications should be addressed to:

UNB FREDERICTON

**Dr. Anthony Secco**
**Vice-President Fredericton (Academic)**
**University of New Brunswick**
**PO Box 4400**
**Fredericton, NB, Canada E3B 5A3**
**Email: vpacad@unb.ca**
**Fax: (506) 453-4908**

The review of applications will begin on **July 15, 2009**. Applicants should include a curriculum vitae and the names of three referees.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

**LaurentianUniversity**
**UniversitéLaurentienne**

## Orthophonie
## Professeur(e) adjoint(e)

**ANNONCE #13.** Le programme d'orthophonie de l'Université Laurentienne souhaite combler un **poste, au rang de professeure adjointe ou professeur adjoint, pour l'enseignement de cours théoriques et cliniques et la recherche en orthophonie.** Pour une description détaillée de ce poste, voir Postes à pourvoir à l'adresse suivante : etudesfrancaises.laurentienne.ca.

L'Université Laurentienne est un établissement bilingue et souscrit au principe de l'égalité d'accès à l'emploi. Le bilinguisme passif est une condition d'obtention de la permanence. Le poste sera comblé sous réserve d'approbation budgétaire.

Les candidatures seront acceptées jusqu'à ce que le poste soit comblé. Date d'entrée en fonction : le 1er juillet 2009

L'UL souscrit au principe de l'équité en matière d'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences du Canada en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents.

Prière de faire parvenir une lettre d'accompagnement indiquant le numéro de l'annonce, un curriculum vitae, une liste de publications, un résumé des champs d'intérêts de recherche, un projet de recherche indiquant les besoins d'équipement et trois lettres de recommandations à . **Patrice Sawyer, Vice-recteur intérimaire à l'enseignement et à la recherche, Université Laurentienne, 935, chemin du lac Ramsey, Sudbury ON P3E 2C6** ou à **asr@laurentienne.ca.**

Les membres du corps professoral de l'UL font partie de l'APUL (Association des professeurs de l'Université Laurentienne). De plus amples renseignements ainsi que la convention collective figurent à www.lufapul.ca. Plus d'informations au sujet de l'UL sont disponibles à : www.laurentienne.ca.

## Royal Military College of Canada

### Tenure-Track Position
## French Studies

The Department of French Studies of the Royal Military College of Canada invites applications for a tenure-track position at the level of Assistant Professor. In exceptional cases, other ranks may be considered.

The required qualifications are a PhD in the following area: French Literature of the "Ancien Régime" (especially 17th century) as well as pertinent teaching experience, a strong or promising publication record and the capacity to work as part of a team. Duties will include teaching undergraduate French courses, developing and pursuing a dynamic research agenda leading to publication, and being actively engaged in various aspects of university life at RMC. For information about the Department of French Studies, applicants are invited to consult the RMC web page at www.rmc.ca.

This position will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range is $48,437 to $88,448 per annum for Assistant Professor plus an annual Terminable Allowance. Please note that salaries will change in accordance with the Collective Agreement as of 1 July 2009. The Collective Agreement is available online at the following website: http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/ut/ut-eng.asp. Starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Interested candidates should forward a cover letter quoting the following reference number (K2009012), enclosing their curriculum vitae, proof of teaching ability, a summary of their research interests, sample copies of publications (please do not send entire books) and the names of three referees to:

**Dr J. R. McKay**
**Director, Faculty Services**
**Royal Military College of Canada**
**PO Box 17000 Station Forces**
**Kingston, ON K7K 4B4**
**James.Mckay@rmc.ca**

Please note that sample materials will not be returned to the applicants. The expected starting date for the position is 1 January 2010. The closing date for receipt of applications is 1 September 2009.

## Collège militaire royal du Canada

### Poste menant à la permanence
## Études françaises

Le Département d'études françaises du Collège militaire royal du Canada cherche à combler un poste menant à la permanence au rang de professeur adjoint (UT-02) ou, dans un cas exceptionnel, à un rang plus élevé. Les qualifications requises sont un doctorat avec une spécialisation dans le domaine suivant : la littérature française sous l'Ancien Régime (en particulier celle du XVIIe siècle), ainsi qu'une expérience acceptable en enseignement et un dossier de publications solide ou prometteur. De plus, le candidat doit pouvoir montrer qu'il est en mesure de travailler en collaboration avec ses collègues. Le candidat retenu enseignera des cours de français de premier cycle, maintiendra un profil de recherche dynamique et sera engagé activement dans la vie universitaire. Pour de plus amples renseignements au sujet du département d'Études françaises, prière de consulter notre page web : www.rmc.ca.

Ce poste sera pourvu au rang et au salaire correspondant aux qualifications et à l'expérience de la personne retenue. L'échelle salariale est de 48 437 $ à 88 448 $ par année pour un professeur adjoint, plus une indemnité provisoire. Veuillez noter que les échelles salariales changeront selon la nouvelle convention collective qui entrera en vigueur le 1er juillet 2009. La convention collective est disponible sur internet: http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/coll_agre/ut/ut-fra.asp. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats doivent faire parvenir une lettre d'intérêt citant le numéro de référence suivant (K2009012) avec leur curriculum vitae, la preuve de leur capacité d'enseigner, un sommaire de leurs intérêts de recherche, trois exemples de leurs publications (prière de ne pas envoyer de livres entiers) et le nom de trois répondants à l'adresse suivante :

**M. J. R. McKay**
**Directeur des Services du Corps Professoral**
**Collège Militaire Royal du Canada**
**CP17000, Succursale Forces**
**Kingston, ON K7K 4B4**
**James.Mckay@rmc.ca**

Veuillez noter qu'aucun matériel ne sera retourné aux candidats. La date prévue d'entrée en fonction est le 1er janvier 2010. La date limite d'acceptation de candidatures est fixée au 1er septembre 2009.

In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates must also undergo a security clearance and successfully obtain a Reliability level. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at www.cmec.ca/cicic for further information. Candidates should note that faculty members have full access to funding to support research, including RMC's grant programme (ARP), and SSHRC. The Royal Military College of Canada is a coeducational and bilingual institution, inviting equal opportunities for employment for all.

Le Collège militaire royal du Canada est un établissement mixte et bilingue et ce poste est offert tant aux femmes qu'aux hommes. Selon la loi sur l'emploi dans la fonction publique, la préférence est accordée aux citoyens et aux citoyennes du Canada. Les candidats qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à cet égard, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante : www.cmec.ca/cicic/.

Canada

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# CAREERS CARRIÈRES

demonstrated teaching ability, and be willing to participate fully in departmental research and teaching. The Department of Linguistics and Languages presently offers undergraduate degrees (Honours) in Linguistics and Linguistic Cognitive Science, and is awaiting final approval for a graduate program. The starting date for the appointment is July 1, 2009. Starting salary will be based on experience and qualifications. Applications, including curriculum vitae, transcripts, samples of publications, and letters from three academic referees should be addressed to: Dr. John Connolly, Chau, Selection Committee, Department of Linguistics and Languages, TSH-613, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada. Applications received by May 29, 2009 will be assured of consideration. For further information on the Department of Linguistics and Languages, please see: http://www.humanities.mcmaster.ca/~linguistics/. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

## M

■ **MECHANICAL & MECHATRONICS ENGINEERING (GREEN ENERGY) — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master of Engineering Certificate program in green energy. Applicants are sought with research expertise and background in one of the following research areas: wind energy, solar energy, fuel cells, hydrogen storage and building energy simulation. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion devices, energy conservation and management, will also be considered. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.engineering.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ **MEDICAL PHYSICS — McGill University.** The Medical Physics Unit (MPU) and the Department of Oncology at McGill University invite applications for an academic faculty position at the Assistant or Associate Professor level. Candidates should have a PhD in Medical Physics, physics or engineering with significant post-doctoral experience in medical physics and should possess demonstrated research excellence in advanced radiation oncology physics and joint therapy-Imaging applications. The ideal candidate will be expected to attract significant salary support, to establish a vigorous research program based on federal and international peer reviewed grant support and to build a strong research team by establishing strong collaborations with other faculty members in Medical Physics, Radiation Oncology, Physics, Biomedical Engineering and across the McGill campus and teaching hospitals. The MPU has well-known CAMPEP-accredited MSc, PhD and residency programs in Medical Physics that currently enroll about 30 candidates. Teaching responsibilities of the candidate will include teaching graduate level courses in the graduate and residency programs in Medical Physics. Departmental facilities include six linear accelerators including a Tomotherapy Unit, an upgraded brachytherapy suite including an afterloader unit and a cone-beam CT simulator, a PET/CT scanner, an AcQsim spiral CT scanner, Brainlab mini MLC and Stereotactic planning system, ECLIPSE, CORVUSand Nucletron, Oncentra planning systems. An MR simulator has recently been installed. Computing facilities include computer clusters for Monte Carlo simulations. The deadline for receipt of all application materials is June 1, 2009. Applications should include a letter of application, a curriculum vitae and three letters of reference and be sent to: Mrs. Frances Ezzy-Jorgensen, Administrative Officer, Oncology Department, McGill University, 546 Pine Ave W, Montreal, QC, H2W 1S6, tel: (514) 398-8452; fax: (514) 398-5111; e-mail: frances.ezzy-jorgensen@mcgill.ca. Candidates would benefit from a working knowledge of both official languages. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and to permanent residents of Canada. McGill University is committed to equity in employment and diversity. If welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

## N

■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectrometry, fluidics) and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g. quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are all easily home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1, Canada. E-mail: nefacultyhiring@nanotech.uwaterloo.ca (Electronic submissions welcomed). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

■ **NURSING — University of British Columbia Okanagan.** The Faculty of Health and Social Development at the University of British Columbia Okanagan invites applications for one tenure-track appointment (Nursing) at the rank of Assistant Professor to begin as early as July 1, 2009. At UBC Okanagan we are building a unique, research-intensive university with an intimate learning environment in one of Canada's most scenic regions. Situated in the Faculty of Health and Social Development — along with Social Work, Human Kinetics, and Health Studies — the School of Nursing is playing a key role in creating a culture of excellence, innovation, and inter professional collaboration. The School of Nursing offers a Bachelor of Science in Nursing and a Master of Science in Nursing. As well, faculty supervise PhD students in interdisciplinary Studies. The successful applicant will hold a PhD (or equivalent) and will have demonstrated excellence in research and teaching. Eligibility for registration with the College of Registered Nurses of British Columbia is required. We invite applications from candidates with

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UNIVERSITY OF REGINA

## Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

### FACULTY OF ARTS
**Term Position**
In the Department of Economics
In the Department of English (Romantics, Linguistics and Literature)

### FACULTY OF SOCIAL WORK
**Tenure-Track Positions**
In the areas of social work practice with individuals, families and communities, child welfare, health, mental health, addictions, research methods, gender, First Nations and Aboriginal issues, disability and multi-cultural issues. Leadership positions including Research Centre Director and Associate Dean are available for appropriate candidates.

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/careers**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

UNIVERSITY OF REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
**www.uregina.ca**

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LaurentianUniversity
UniversitéLaurentienne

## Bibliothécaire affecté(e) aux services en français

**ANNONCE #14** Poste à contrat d'un (1) an.

Sous la direction du Bibliothécaire universitaire, la personne choisie :
- Participera aux activités des services de référence;
- Assurera la formation documentaire en français aux méthodes de recherche en bibliothèque ;
- Élaborera des tutoriels et des guides en ligne de la bibliothèque;
- Procèdera au développement des collections;

**Qualifications :**
- Détenir une maîtrise en bibliothéconomie et/ou science de l'information agréée par l'ALA;
- Maîtriser la langue française tant à l'oral qu'à l'écrit et avoir une connaissance d'usage de l'anglais.
- Excellente connaissance de l'utilisation des nouvelles technologies dans le domaine de la bureautique et de l'information documentaire;
- Avoir un bon sens de l'organisation, du leadership et de l'initiative;
- Avoir des connaissances solides du service au public.

**Salaire et avantages sociaux :**
- Selon la convention collective.
- Le poste sera comblé sous réserve d'approbation budgétaire.

Les candidatures seront acceptées jusqu'à ce que le poste soit comblé. Date d'entrée en fonction : le 1er juillet 2009 (négociable)

L'UL souscrit au principe de l'équité en matière d'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences du Canada en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents.

Prière de faire parvenir une lettre d'accompagnement indiquant le numéro de l'annonce, un curriculum vitae et trois lettres de recommandations à : **Patrice Sawyer, Vice-recteur intérimaire à l'enseignement et à la recherche, Université Laurentienne, 935, chemin du lac Ramsey, Sudbury ON P3E 2C6** ou à **asr@laurentienne.ca.**

Les membres du corps professoral de l'UL font partie de l'APUL (Association des professeurs de l'Université Laurentienne). De plus amples renseignements ainsi que la convention collective figurent à www.lufapul.ca. Plus d'informations au sujet de l'UL sont disponibles à : www.laurentienne.ca.

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

## Tenured and Tenure Track Positions, Civil and Environmental Engineering

Applications are invited for tenured or tenure track faculty positions at the Assistant, Associate and Full Professor level, as well as Tier I and Tier II Canada Research Chairs. Exceptional candidates are being sought in all areas of Civil, Environmental, Mining and Petroleum Engineering. We are particularly interested in high quality candidates in the areas of:

- **Petroleum Engineering**: Applicants from all areas related to petroleum engineering will be considered, especially in the area of unconventional oil and gas recovery techniques.
- **Geoenvironmental Engineering**: The areas of interest include geoenvironmental engineering in cold region, geoenvironmental process, risk in geotechnical/geoenvironmental engineering, mine waste engineering, and $CO_2$ sequestration.
- **Mining Engineering**: The areas of interest include surface mining, mine risk assessment and management, environmental waste management and permitting, and project management
- **Infrastructure Engineering/Management**: Applicants from all areas related to infrastructure engineering and management will be considered. A strong background in the areas of transportation engineering and planning and construction materials would be an asset.
- **Nanotechnology**: The areas of interest include nanomaterials in construction, applications of nanomaterials, and environmental implications of nanomalerials.
- **Biomedical Engineering**: The focus of research is on biomechanical engineering, such as bone and joint engineering, reconstruction engineering and computational biomechanics.

The Department also invites applications for two research Chair positions. The appointment of these Chairs are intended for mid-career tenured appointments at the Associate or Full Professor level; however, depending on the qualifications and experience a tenure track appointment at the Assistant or Associate Professor level may be considered.

- **Nanofibre Research Chair in Forest Products**: The chair position is funded by the Alberta Forestry Research Institute, Alberta Advanced Education and Technology. The successful candidate is expected to develop a significant independent research program in the area of nanocellulose and nanomaterials, linking nanotechnology to forest products industry The focus would include the use of nanocellulose and nanocrystalline cellulose from wood in a range of products within and outside the forest sector and also include the use of nanomaterials from other sectors in the manufacture of forest products.
- **Urban Traffic Safety Research Chair**: The endowed research chair position is funded by the City of Edmonton. The successful candidate is to develop significant research, education, and training programs in the area of urban traffic safety. The prestige appointment will position the University and City as a leader in traffic safety

All candidates must be licensed Professional Engineers and will be expected to maintain licensure as a Professional Engineer in the Province of Alberta for the duration of their employment. Candidates must also have a PhD in either Civil, Environmental, Mining, or Petroleum Engineering, or in a related specialty. Successful candidates must demonstrate a commitment to teaching and research at the university level and are expected to develop a significant independent research program, supervise graduate students and teach graduate and undergraduate courses in their fields of interest.

Applicants are invited to submit their curriculum vitae including employment history, a statement outlining research and teaching interests, a brief description of major contributions, reprints of at least two representative research papers, the names of at least three referees and an indication of the position you would like to be considered for.

Review of applications and selection of short-listed candidates will begin on June 30, 2009; however, the competition will remain open until all positions are filled.

Interested applicants may apply to:

**Dr. J.J. Roger Cheng, Chair**
**Department of Civil and Environmental Engineering,**
**School of Mining and Petroleum Engineering**
**University of Alberta**
**Edmonton, Alberta, Canada T6G 2W2**
**Email: roger.cheng@ualberta.ca**

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Canada's Top 100 Employers 2009

**Speech & Hearing Awareness Month**
**May 2009 www.chs.ca**

**LaurentianUniversity**
**UniversitéLaurentienne**

# Native Human Services
## Limited Term Appointment

**AD #16** The School of Native Human Services is seeking qualified candidates for a **limited term appointment** for the period of July 1, 2009 to June 30, 2011.

Native Human Services provides an Honours Bachelor of Social Work, Native Human Services degree which prepares graduates with bi-cultural competencies. The successful candidate is expected to teach in the undergraduate and graduate programs, conduct scholarly research, work in partnership with First Nations organizations and communities throughout Northeastern Ontario, undertake committee responsibilities, and perform field work supervision. Ph.D. required or near completion with a minimum of three years' social work experience in a First Nation or Indigenous organization or community is an asset. Previous teaching experience and the ability to speak a Native language; knowledge around government relations and Aboriginal land usage at the National and International level is definitely an asset; and, finally, inter-disciplinary experience are definite assets

LU is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications will be reviewed commencing in **June 2009** but will be accepted until the position is filled. Applicants should provide a covering letter clearly indicating the Ad number, a curriculum vitae, a list of publications and three letters of reference addressed to: **Patrice Sawyer, Acting Vice-President, Academic, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON P3E 2C6**; E-mail: **asr@laurentian.ca**. LU faculty are part of the LUFA (Laurentian University Faculty Association), information and the Collective Agreement can be found at www.lufaput.ca.

The position is subject to budgetary approval.

an area of practice expertise or specialization in a variety of areas of nursing and who are able to establish and pursue a program of research relevant to the discipline. Expertise in Inter-Professional Education would be of particular interest. Please e-mail application materials to recruitment.fnsd@ubc.ca. Documents must be submitted in electronic format as e-mail attachments. Acceptable formats include Microsoft Word (.doc) and Adobe Acrobat (PDF). Application materials should include the following: 1. Curriculum Vitae listing the following: a) Personal information; b) Education, including post-doctoral research experience; c) Professional employment experience, including research and teaching experience; d) Present or prior grants or external funding awarded for research, e) Publications. 2. Letter of Application including: a. Proposed program of research, b. Statement of undergraduate and graduate teaching areas or courses in which you could participate; c. Statement of teaching philosophy and specific strengths. 3. Names of three (3) referees who are able to provide objective evaluations and comments on your teaching and research ability and background and on your potential for high quality research in the future. The application process will remain open until the position is filled. All positions are subject to budget approval. UBC Okanagan hires on the basis of merit and is strongly committed to diversity within its community and especially welcomes applications from women, visible minority group members, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to further diversification of ideas. However, Canadians and permanent residents of Canada will be given priority.

## O

■ **OPTOMETRY — University of Waterloo.** The School of Optometry at the University of Waterloo is seeking qualified optometrists for the position of Associate Director for Clinical Affairs. The successful applicant will also serve as Optometrist-in-Chief of the UW Optometry Clinic system and will report to the Director of the School of Optometry. The University of Waterloo Clinic system operates two major clinical facilities. One of these is within the School of Optometry and the other is in a temporary location pending completion of a new facility at the UW Health Sciences Campus in Kitchener, Ontario. This new clinic will be operated in conjunction with the Family Medicine Clinic affiliated with McMaster University's DeGroote School of Medicine. UW houses the only English language School of Optometry in Canada. The school is in the midst of completing a 40,000 sq ft addition that will allow for renovation of its main clinic and expansion of the TLC Laser Centre already on-site. UW Optometry also operates an extensive clinical outreach program, providing services to over 25 sites in the local Kitchener-Waterloo region. In addition to these UW clinical sites, the successful candidate will also oversee a large-system of external placements, both in Canada and in the US, for 90 students per year. Applicants are expected to have a distinguished record of teaching and patient care. Experience in patient-based research is desirable but not essential. The person will oversee the operations of the entire UW School of Optometry clinic system and will be responsible for enhancing clinical education and training opportunities for both interns and residents. Previous administrative experience running an academic clinic is preferred. Experience at the interface between academic optometry and academic medicine is essential. A license to practice optometry in Ontario is desirable but is not required. A full-scope, academic license is available. Applications should include a detailed curriculum vitae, the names and contact details of three individuals willing to provide references, and a statement of capabilities and qualifications. Salary and Academic rank will be commensurate with experience. Send applications to: Thomas F. Freddo, O.D., Ph.D., F.A.A.O., Professor and Director, School of Optometry, University of Waterloo, 200 University Ave, West, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

## P

■ **PHARMACY (GERONTOLOGY/GERIATRICS) — University of Waterloo.** The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between UW, its Research Institute for Aging, RBJ Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. (a dynamic and innovative organization that features eight seniors' care facilities (Long Term Care, Retirement Home, Apartment) located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70% of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that contribute to the sale and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psycho-social, and economic outcomes in the geriatric setting; develop and use data repositories and novel population-based methods to optimize the uses of medications, and for the identification or confirmation of adverse events; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and/or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Launched in January 2008, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity to three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. The School of Pharmacy forms the anchor for a brand-new health Sciences campus. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels for Practitioner/Educators. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. We are interested in applications for a variety of clinical areas such as ambulatory care, geriatrics, infectious diseases, internal medicine, pharmacoeconomics, cardiology, endocrinology, respirology, nephrology and critical care. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD or, PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity though research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. If you have further questions about this position please contact Nancy Waite PharmD FCCP, Associate Director for Practice-Based Education at nmwaite@uwaterloo.ca. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1–2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experiences in inter-, trans-, and multi- disciplinary research or practice innovation. Please direct complete applications to: Hallman Director, School of Pharmacy, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY/PHARMACEUTICS — University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite application for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceutics, pharmaceutical nanotechnology, pharmacology, pharmaceutical immunology, and informatics (pharmacoand medical). The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the school embraces integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture promotes discovery and innovation, encouraging bold steps and breakthrough developments. Having opened its door, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the university, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhDand post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with trans-disciplinary research will be an important attribute. exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1–2 pages) of the proposed scholarly activity, 4) a one-page statement regarding teaching philosophy, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY (PRACTITIONER) — University of Waterloo.** The University of Waterloo is creating something extraordinary at its Health Sciences Campus in downtown Kitchener, Ontario, Canada. The School of Pharmacy offers a wholly new pharmacy program and we are looking for passionate and forward-thinking faculty to join our expanding academic team. We have established the only co-op Pharmacy program in Canada, bringing world-renowned University of Waterloo's entrepreneurial, outwardly-focused and dynamic culture to the health sector, promoting discovery and innovation, encouraging bold steps and breakthrough developments. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity to three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. The School of Pharmacy forms the anchor for a brand-new health Sciences campus. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels for Practitioner/Educators. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. We are interested in applications for a variety of clinical areas such as ambulatory care, geriatrics, infectious diseases, internal medicine, pharmacoeconomics, cardiology, endocrinology, respirology, nephrology and critical care. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD or, PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity though research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. If you have further questions about this position please contact Nancy Waite PharmD FCCP, Associate Director for Practice-Based Education at nmwaite@uwaterloo.ca. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1–2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experiences in inter-trans-, and multi- disciplinary research or practice innovation. Please direct complete applications to: Hallman Director, School of Pharmacy, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF SASKATCHEWAN

# Vice-President (Research)

The University of Saskatchewan is committed to enhancing its capacity for research, scholarly and artistic work; strengthening its performance; and promoting the transfer of knowledge for the benefit of communities. It is seeking a new Vice-President (Research) to play a strategic leadership role in achieving these objectives within the context of the University's key goals: to attract and retain outstanding faculty; to increase campus-wide commitment to research; to establish the University of Saskatchewan as a major presence in graduate education; and to recruit and retain a diverse and academically promising body of students. Through 2012 the University is guided by several imperatives. The University embraces the fundamental importance of its relationships with First Nations, Métis, Inuit and Indigenous peoples. It aims to bring to bear its expertise on critical issues facing society by finding imaginative ways to link the global and the local. And it is committed to innovation.

The University of Saskatchewan, established in 1907, is the province's largest research organization, with annual research income of more than $200 million. The University's allocation of Canada Research Chairs (CRC) stands at 37, of which 34 positions are currently filled. Its research mandate is extraordinarily important to the province, and its thirteen Colleges provide an impressive array of discipline-based, interdisciplinary, and professional programs, including health sciences (medicine, nursing, dentistry, physical therapy, pharmacy and nutrition, and kinesiology), and veterinary sciences. Annual revenues from all sources exceeded $700 million in 2008-09. The University's site is one of Canada's most attractive campuses, along the banks of the South Saskatchewan River.

Reporting directly to the President, the Vice-President (Research) is a key member of the University's senior administrative team, and serves as the external and internal advocate for the development and promotion of the University's research programs. The Vice-President (Research) works to build, promote and enhance the University's research strengths and achievements.

The successful candidate will have an exceptional record of scholarship, and a sophisticated understanding of research ethics and of the relationship between research and learning. The next Vice-President (Research) will have outstanding skills in facilitating research and scholarship, both basic and applied, across a range of fields, and will have the capacity to elicit support for research from private and public sources at many levels. In addition, the successful candidate will have a significant track record in administration, a thorough grasp of issues in post-secondary education, and the ability to work collegially and communicate effectively within the University community and with government and other external partners.

Consideration of candidates will begin by August 15, 2009. Written nominations, applications, or expressions of interest for the position should be submitted in confidence to the address shown below.

The University of Saskatchewan is committed to employment equity. Members of designated groups (Aboriginal people, persons with disabilities and visible minorities) are encouraged to self-identify in their applications or inquiries. All qualified candidates are encouraged to apply; however, Canadians and permanent residents may be given priority.

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# CAREERS CARRIÈRES

Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include. 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1–2 pages) of the proposed research program, and 5) a concise statement regarding experiences in trans-disciplinary research. Please direct complete applications to: Hallman Director, School of Pharmacy, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PLANNING & ENVIRONMENTAL SCIENCE — University of Waterloo.** The School of Planning at the University of Waterloo, invites applications for a tenure-track position for a specialist with a focus on the interface between applied ecology and sustainable community planning. The ideal candidate will apply knowledge of relevant biophysical/ecological processes in any of the following: planning of green cities, urbanizing regions, healthy communities or related specializations. The position required ample excellent knowledge of both urban and natural ecologies and should possess a strong theoretical and practical understanding of environmental planning. The successful candidate will teach and advise in both undergraduate and graduate programs including the supervision ot doctoral research, and carry out an active research program in environmental planning. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants must be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the potential for high quality research to advance towards tenure in the School. A senior level appointment requires an established record of innovative research and publications ability to attract and work with high caliber graduate students and a willingness to play a major role in the intellectuaf and administrative life of the School. Applications must be received In hard copy and will include a letter of application — stating career objectives, approach to learning and teaching and research goals; a current curriculum vitae, and the names along with contact information of four referees. The first staga in the review ot applications will be based on the letter of application and CV. References will be contacted by the School's Appointment Committee for those being considered in the second stage of review. The appointment is expected to begin July 1, 2009 or as soon thereafter as possible. Applications must be received by Apnf 30, 2009. Please send application package to: Dr. Clarence Woudsma, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1, e-mail: cwoudsma@uwaterloo.ca. The School of Planning is part ot the Faculty of Environment that Incfudes a Oepartment of Environment and Resource Studies, and a Department of Geography and Environmental Management. In addition, it has a Heritage Resource Centra that undertakes research and professional education involving both natural and built environments, and a Mapping Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the School and the Faculty may be found at: http://www.environment.uwaterloo.ca/planning/. The successful candidate will be able to consult and participate broadly with oolleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are enoouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PSYCHOLOGY — Simon Fraser University.** The Department of Psychology has an opening for a Chair in Autism Research and Intervention. For further information, please refer to our website at http://www.psyc.sfu.ca.

## S

■ **SYSTEMS DESIGN ENGINEERING (SHARCNET CHAIR) — University of Waterloo.** Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor. The candidates should possess a PhD in engineering and be abla to demonstrate strong abilities in both teaching and research. We are primarily interested in a person whose research is in oomputational mathematics for the numerical solution of equations that describe the behaviour of large or oomplex systems. We expect that the successful applicant will have a research background in one or more of tne following areas: simulation of kinetics and thermodynamics of proteins, nucleic acids, and other biologically meaningful molecules; simulation of pharmaceutical agents in the human body; modeling and simulation of the blood clotting cascade; simulation of signalling pathways in inflammation or immunity; biosphere modeling; targe scale multi-body dynamics (preferably related to biomechanics); computational fluid dynamics (as applied to biological systems, e.g. bibod flow or air flow in the respiratory tract). The use of massively parallel computing methods for building advanced simulation capabilities in biological systems is a high priority area of research for the department. As the SHARCNET Chair holder in Systems Design Engineering the successful applicant would be expected to seek out opportunities for collaboration with faculty members in Engineering, the School of Computer Science, the Faculties of Mathematics and Science, as well as other members of the SHARCNET network. Opportunities for oollaboration within the Department of Systems Design Engineenng include bloodflow modelling, inverse modelling and analysis of very large data sets, remote sensing, signal processing, biological/environmental systems modelling, pattern recognition, hierarchical stochastic modelling, and multi-disciplinary design optimization As the holder of the SHARCNET Chair in Systems Design Engineering at the University of Waterloo the successful applicant would be ideally placed to build on the strengths in Systems Design Engineering and to contnbute to those in oomputer science, mathematics and science at UW and the other SHARCNET members. The successful candidate will be expected to teach both undergraduate and graduate oourses, supervise graduate students, and maintain and further develop their research program. Industrial experience and eligibility for registration in a Professional Engineering Association are desirable. Additional information on the University and the Department and its aotivties can be found at http://www.uwaterloo.ca/. Applications should be forwarded to Ms. D. Cheng, Secretary to the Chair, Department of Systems Design Engineenng, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to dacheng@uwaterloo.ca. Please format your CV in accordance with the Instructions provided at http://systems.uwaterloo.ca/. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a start date before January 1, 2D1D.

## U

■ **URBAN PLANNING — University of Waterloo.** The School of Planning at the University of Waterloo, invites applications for a tenure-track position in Urban Planning that will provide an economic perspective to complement the School's strengths in infrastructure and sustainable community planning. The candidate will have expertise in areas such as: urban economics, public finance, infrastructure development and financing, land development, real estate, and regional competitiveness. Professional planning or related experience is an asset. The successful candidate will teach and advise in both undergraduate and graduate programs including the supervision of doctoral research, and carry out an active research program. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants must be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the potential for high quality research to advance towards tenure in the School. A senior level appointment requires an established record of innovative research and publications ability to attract and work with high caliber graduate students and a willingness to play a major role in the intellectual and administrative life of the School. Applications must be received In hard copy and will include a letter of application — stating career objectives, approach to learning and teaching and research goals; a current curriculum vitae, and the names along with contact information of four referees. The first stage in the review of applications will be based on the letter of application and CV. References will be contacted by the School's Appointment Committee for those being considered in the second stage of review. The appointment is expected to begin July 1, 2009 or as soon thereafter as possible. Applications must be received by Apnl 30, 2009. Please send application package to: Or. Clarence Woudsma, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1; e-mail: cwoudsma@uwaterloo.ca. The School of Planning is part of the Faculty of Environment that includes a Department of Environment and Resource Studies, and a Department of Geography and Environmental Management. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the School of Planning and the Faculty may be found at: http://www.environment.uwaterloo.ca/planning/. The successful candidate will be able to consult and participate broadly with oolleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

## ACCOMMODATIONS

■ **EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat for rent from September 2009 to June 2D1D. Centrally located (New Town). All modern oonveniences including central heating, washing machine, and dishwasher. Children welcome. Cell Kathryn Chittick/ Stephen Brown (7D5) 748-1D11 x 7733 Trent University or (705) 749-1487. Email: k.chittick@btinternet.com or swbrown@trentu.ca.

■ **SQUAMISH (1/2 HOUR FROM WHISTLER DR VANCOUVER)** — For rent June 1, 2009. Brand new 952 sq ft/2 bdrm, 2 ofhrm, luxury oondo $1600.00/month. Gourmet Kitchen, Large baloony, Mountain view. Quiet University nearby. Janet_webster@kwantlen.ca

■ **BURGUNDY, FRANCE** — September 1 - May 1 (inclusive) House in famous Burgundy wine village; 2 bdrms, $100D.DD CAD per month. Ron Easteal: rae@queensu.ca. 613-533-2856.

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UBC OKANAGAN

**Dean, Faculty of Health and Social Development**

UBC Okanagan opened in September 2005 as a distinct small university campus located in beautiful Kelowna, B.C. With a goal of serving 7,500 students and providing them access to the internationally recognized University of British Columbia degree, UBC Okanagan features a strong commitment to community involvement and direct access to research activity. There is tremendous growth and development on campus, and a real sense of creativity and opportunity in program development. Planning is well underway for the distribution of UBC's Faculty of Medicine to UBC Okanagan: the Southern Medical Program will educate both undergraduate and graduate medical students at UBC Okanagan, with clinical education being offered throughout the Okanagan.

The Faculty of Health and Social Development has four dynamic undergraduate programs – Nursing, Social Work, Health Studies, and Human Kinetics. In addition, the Faculty offers a Master of Science in Nursing, and Master of Social Work, and Interdisciplinary Graduate Studies opportunities at the master's and doctoral levels. For more information about the Faculty, please visit **www.ubc.ca/okanagan/hsd**.

Reporting to the Provost at UBC Okanagan, the Dean is responsible for the supervision and administration of all activities of the Faculty. The Dean will provide strong and innovative leadership within the Faculty, and will have the skills and experience to develop strategy and to bring people together around a common purpose and direction. As the Faculty of Health and Social Development is still young and evolving, the new Dean must bring enthusiasm, creativity, and a strong sense of vision.

The Dean will have significant experience in senior administration in a university, and will have a track record of operating creatively and effectively in a complex and challenging environment. Candidates must also possess strong academic qualifications (ideally from an allied health discipline); a demonstrated record of achievement in teaching and research; a proven commitment to interprofessional education; and experience in, or appreciation of, the importance of fundraising and external relations.

Consideration of candidates will begin in early April 2009, with the new Dean to take office as early as August 2009 or at a mutually agreed upon date.

UBC Okanagan hires on the basis of merit and is strongly committed to diversity within its community and especially welcomes applications from women, visible minority group members, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to further diversification of ideas. The University encourages all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications, nominations and requests for further information may be submitted, in confidence, to the address below.

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UNIVERSITY OF SASKATCHEWAN

# Where great minds meet to inspire students

Professor Baljit Singh is an award-winning teacher, and a master at tailoring his teaching to suit the learning needs of his students. This anatomy instructor at Canada's Western College of Veterinary Medicine adopts a flexible style in the classroom, challenging his students to question the facts and find their own answers.

Baljit Singh believes inspiring students is a privilege.

The University of Saskatchewan celebrates teaching and learning. Find out more about Baljit Singh and other great minds at the University of Saskatchewan.



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